

NOTICE OF MEETING

CABINET MEMBER SIGNING

**Tuesday, 8th July, 2025, 11.15 am - 3rd Floor, Alexandra House,
Wood Green, London, N22 (watch the live meeting [here](#))**

Members: Councillors Sarah Williams

1. FILMING AT MEETINGS

Please note that this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

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2. DECLARATIONS OF INTEREST

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct

3. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

4. URGENT BUSINESS

The Chair will consider the admission of any late items of Urgent Business. (Late items of Urgent Business will be considered under the agenda item where they appear).

5. DEPUTATIONS / PETITIONS / QUESTIONS

6. APPROVAL OF REDWING & TURNSTONE LOCAL LETTINGS PLAN (PAGES 1 - 32)

7. EXTENSION OF THE HARINGEY MOVING FORWARD CONTRACT (PAGES 33 - 44)

8. AWARD OF CONTRACTS FOR THE PROVISION OF HOUSING RELATED SUPPORT -YOUNG PEOPLE SUPPORTED HOUSING PATHWAY (PAGES 45 - 86)

9. EXCLUSION OF THE PRESS AND PUBLIC

Item 10 is likely to be subject to a motion to exclude the press and public be from the meeting as it contains exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985); paras 3 and 5, namely information relating to the financial or business affairs of any particular person (including the authority holding that information) and information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

10. EXEMPT - AWARD OF CONTRACTS FOR THE PROVISION OF HOUSING RELATED SUPPORT -YOUNG PEOPLE SUPPORTED HOUSING PATHWAY (PAGES 87 - 90)

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Sunday, 29 June 2025

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Report for: Cabinet Member for Housing

Decision Date: 8 July 2025

Title: Approval of Redwing & Turnstone Local Lettings Plan

Lead Officer: Bernard Mooney, Interim Head of Housing Strategy and Policy

Report Author: Martin Gulliver, Housing Strategy & Policy Officer

Report for Key/Non-Key Decision: Non-Key Decision

1. Describe the issue under consideration.

- 1.1. Haringey has an ageing population. The Council wants to expand the offer to older residents beyond the current offer of sheltered housing or care homes. The Council's engagement with older residents has revealed there is a strong demand for accessible, safe, and secure home which can be occupied for many years.
- 1.2. The Wingspan Scheme is a high-quality development of 272 new council homes located in Tottenham Hale. All these homes will be let at Council rents. The Council believes that the 46 one-bedroom and 73 two-bedroom homes located in Redwing Court & Turnstone Court are particularly suitable for older residents looking for accessible, safe, and secure homes.
- 1.3. The Council is therefore seeking to put in place a Local Lettings Plan ('Lettings Plan') that will ensure these 119 homes are let to people aged fifty-five or over.
- 1.4. In 2024/25 the Council let 739 homes meaning these homes are expected to be around 15% of lets. However, it is anticipated that many of these lets will go to existing social tenants who will release and so reducing the impact.

2. Recommendations

It is recommended that the Cabinet Member:

- 2.1. Notes
 - the Equality Impact assessment (Appendix A).
 - the Consultation Report (Appendix B).
- 2.2. Approves the Redwing & Turnstone Local Lettings Plan (Appendix C)

3. Reasons for decision

- 3.1. The Lettings Plan was designed following research and engagement with older tenants on the housing offer to older residents.
- 3.2. The Lettings Plan will enable older residents to settle in long-term suitable homes with level access and accessible. It will also be an attractive offer to existing tenants who may release large family homes.

4. Alternative options considered.

Do not set out a Lettings Plan

- 4.1. This option was rejected because the existing lettings arrangements (Neighbourhood Moves Scheme and then the wider Housing Allocations Policy) would have limited impact on the number of downsizing tenants seeking to move. It would also be a missed opportunity to develop a genuinely new offer for older people.

5. Background information

- 5.1. The Council commissioned research into the housing needs for older residents who might be suitable for this scheme and those occupying larger homes. Contact was made with around 4,000 tenants inviting them to take part in a survey with 147 doing so. Individual follow-up interviews were then conducted with a selection of these respondents to capture more details on their preferences and circumstances. The Council is using this to inform its development of an Older People's Housing Strategy and Rightsizing Strategy.
- 5.2. The Council is seeking to develop a new housing offer to attract both downsizing tenants and older residents.
- 5.3. Wingspan is a large scheme with many family homes. However, two of the three tower blocks were designed for market sale and so consist of homes with only one or two bedrooms.
- 5.4. These two blocks were subsequently purchased to be let as secure tenancies. Under the current letting arrangements, priority for these would initially be given to nearby tenants (of which there are few) and then to those in Band A of the housing register. Letting through this route would result in these homes being almost entirely occupied by the most vulnerable and high support tenants. This outcome would not be beneficial to these vulnerable tenants and risks the blocks being targeted by those seeking to exploit them.
- 5.5. These homes are particularly suitable for older people and following research, the homes match many of the features that were sought by the research. These included a preference for an accessible home in a quieter environment and with low running costs. It is therefore proposed to create a Lettings Plan to let these homes to older people.

The Lettings Plan

- 5.6. The Plan's broader aims are to provide a long-term offer to older residents, with a priority to those who are older and to encourage more downsizing and an increase in family homes being released.
- 5.7. The first aim will be delivered by placing a minimum age limit of fifty-five on applicants and within each group, to prioritise those who are over sixty-five. The second aim will be delivered by prioritising existing Social Tenants who have spare rooms.
- 5.8. Homes will only be offered to those who meet the eligibility criteria regardless of which priority group they fall into.
- 5.9. It is proposed that the homes are prioritised to those who are seeking to move and will not be a compulsory offer for social tenants who are either downsizing or who need a

carer living with them, or for Band A applicants. Similarly, Band B applicants will also be able to refuse offers with no impact on any housing application or homelessness duty.

- 5.10. However, any remaining homes after this process will then be offered to those in temporary accommodation (as a discharge of homelessness duties) even if they have previously refused an offer at the voluntary stage. If there are remaining homes, these will be open to any remaining social tenants even those in smaller or same size homes (as an optional offer).
- 5.11. Should there be homes available after the Lettings Plan has been implemented, the remaining homes will be let by the Council to Band A and B households. These lets will also apply the criteria set out in the Lettings Plan where possible. However, the Council may disapply some of the criteria to let the final homes. Where this is needed, the Council will sensitively select potential tenants to ensure that these offers do not undermine the purpose and intended character of the scheme. These lets will be made by direct offer.

The Lettings Plan and the Housing Allocations Scheme

- 5.12. The Council will soon be consulting on a new Housing Allocations Policy which may change the names of bands and or other terminology which will be reflected in this document when that policy is approved and implemented. Any lets made will be in accordance with the Housing Allocations Policy in force at the time of the offer.
- 5.13. Under the current policy, these homes would initially be let to nearby social tenants through the Neighbourhood Moves Scheme (NMS) and then through the Housing Register – that is, by applicants by band and then waiting time.
- 5.14. The proposed Lettings Plan has four significant differences: -
- The homes would only be available to those who are aged fifty-five or older.
 - The homes would not initially be offered to existing tenants within the NMS catchment area but instead offered to existing tenants who are either under-occupying or who need an adapted home.
 - Any offers of homes can be refused without penalty unless there are homes remaining after all Band A and B have had an opportunity to bid for them.
 - Any homes left after Band A and B have had an opportunity to bid for them will be offered to eligible applicants in Temporary Accommodation as a compulsory direct offer, rather than Band C applicants.

Consultation

- 5.15. Targeted consultation was undertaken with those who are potentially affected by this policy - both those who are losing a potential offer (3,380 applicants in Band A and B with a one- or two-bedroom need) and forty nearby tenants who would have been offered homes under the Neighbourhood Moves Scheme. Each of these residents or applicants received an email informing them of the proposed plan and inviting responses both in writing and by using the questionnaire.
- 5.16. The consultation did not target Band C applicants as they would not receive any offers under the current arrangements nor under the proposed Lettings Plan. Similarly, the

consultation will also not target current applicants who require homes of three bedrooms or more as these homes would be unsuitable for their current requirements.

- 5.17. There were 751 hits on the survey site (22% of those who were contacted) and 130 responses (3.8%). Of these, 108 respondents expressed an opinion on the overall scheme, with twenty-two not submitting a response to this question.
- 5.18. Of the 108 who did respond, there was strong support for the scheme with 60% either happy or satisfied. However, there were also 31% who were unhappy or dissatisfied with the scheme. The remaining respondents stated that they were neutral.

6. Contribution to the Corporate Delivery Plan 2024-2026 High level Strategic outcomes

- 6.1. The recommendations in this report will support the Corporate Delivery Plan's theme 5, "Homes for the Future", and, in particular, its commitment to prepare a strategy on the future needs of housing for older people in Haringey.

7. Statutory Officers comments

Director of Finance, Procurement, Director of Legal and Governance, Equalities

Legal Comments

- 7.1. The Director of Legal and Governance has been consulted in the preparation of this report and comments as follows.
- 7.2. Section 166A of the Housing Act 1996 requires every local housing authority to have a scheme (their "allocation scheme") for determining priorities, and as to the procedure to be followed, in allocating housing accommodation.
- 7.3. The allocation scheme is required to give reasonable preference to certain categories of applicant, and housing authorities are required to allocate according to their scheme.
- 7.4. Section 166A(6) of the Housing Act 1996 however enables housing authorities to allocate accommodation under a local letting policy to people of a particular description, whether or not they fall within the categories entitled to reasonable preference; provided allocations made under such local letting policies do not constitute such a significant proportion of lettings that the authority does not overall comply with the requirement to give reasonable preference.
- 7.5. The Allocation Scheme requires consultation with affected parties. Details of consultation carried out are set out in the body of the report and the appended Consultation Report.
- 7.6. To be lawful, a consultation must:
- be undertaken at a time when proposals are still at a formative stage
 - give sufficient reasons for the proposal to enable people who are interested in it to consider the proposals and make representations
 - give adequate time for such consideration and response;
- 7.7. Prior to making any decision recommended in this report, Members must conscientiously consider the representations made during the consultations.

- 7.8. The Director of Legal and Governance sees no legal reason why Cabinet should not adopt the recommendations made in this report.

Procurement Comments

- 7.9. Strategic Procurement note the report recommendations and there is no procurement related decision.
- 7.10. Strategic Procurement have not objections to the report recommendations

Finance Comments

- 7.11. Finance notes the recommendation in this report. The cost of development of the letting the plan will be contained within the existing service budget.
- 7.12. The approval of the letting plan on its own does not have any financial implication.
- 7.13. Any financial implication as a result of its implementation will be assessed and contained within the existing service budget.

Equalities

- 7.14. The Council has a Public Sector Equality Duty (PSED) under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
 - Advance equality of opportunity between people who share protected characteristics and people who do not
 - Foster good relations between people who share those characteristics and people who do not
- 7.15. The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex, and sexual orientation. Marriage/civil partnership status applies to the first part of the duty.
- 7.16. Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.
- 7.17. An Equalities Impact Assessment has been carried out and is provided at Appendix 1. This assessment has shown that Haringey Council's housing register applicants shows the following characteristics compared to the wider borough population:
- a significantly higher proportion of young people (under 24)
 - a slightly lower proportion of individuals who have a disability under the Equalities Act.
 - a slightly lower proportion of individuals who report their gender identity as different from sex registered at birth.
 - a significantly lower proportion of individuals who are married or in a registered civil partnership.
 - a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individual who identify as Christian, Buddhist or another religion. This is countered by a significantly lower proportion of tenants who do not associate with any religion or identify as Jewish, Hindu or Sikh.
 - a slightly higher proportion of female individuals.
 - a significantly lower proportion of individuals who report their sexual identity as something other than Straight or Heterosexual.

- 7.18. Without this plan, lets for these homes would be offered to nearby local tenants through the Neighbourhood Moves Scheme (NMS) and then to band A of the housing register. With 153 other new homes in the area which will be offered through the NMS, and with a small number of nearby tenants, the loss to nearby tenants is expected to be minimal.
- 7.19. There will though be an impact on Band A applicants who need a one- or two-bedroom home and who do not meet the eligibility criteria. These applicants are largely younger than the general population and most have high support needs and/or a disability.
- 7.20. Under the proposed LLP, few of these applicants would be eligible for these homes on an individual basis due to their age. However, with significantly higher rates of disability among older residents, and particularly under those aged 65+ and those with a carer who are given additional priority, this is expected to have a positive impact on those with a disability. Many of those who do not currently have such a disability are anticipated to need one as they age.
- 7.21. There are small impacts due to the over-representation of households from ethnic minority backgrounds among those who need a home with one or two bedrooms. However, this impact will be partly mitigated by larger households benefiting from older tenants moving from under-occupied family homes.

Use of Appendices

Appendix A – Equalities Impact Assessment
Appendix B – Consultation Report
Appendix C - Proposed Lettings Plan

8. Background Papers

- [Housing Allocations Policy](#)

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between people who share protected characteristics and people who do not.
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Redwing and Turnstone Local Lettings Plan
Service Area:	Housing Demand
Officer Completing Assessment:	Martin Gulliver
Equalities Advisor:	Guy Latham
Cabinet meeting date (if applicable):	
Director/Assistant Director:	Maddie Watkins Assistant Director, Housing Demand

2. Executive summary

Haringey has an ageing population. The Council wants to expand the offer to older residents beyond the current offer of sheltered housing or care homes. The Council's engagement with older residents has revealed there is a strong demand for accessible, safe, and secure homes which can be occupied for many years.

The Wingspan Scheme is a high-quality development of 272 new council homes located in Tottenham Hale. All these homes will be let at Council rents. The Council believes that the 46 one-bedroom and 73 two-bedroom homes located in Redwing Court & Turnstone Court are particularly suitable for older residents looking for accessible, safe, and secure homes. The Council is therefore seeking to put in place

a Local Lettings Plan ('Lettings Plan') that will ensure these 119 homes are let to people aged fifty-five or over.

There is a disproportionately high representation on the housing register of people who are:

- are black and/or
- female and/or
- under the age of 18

The most significant aim of Local Lettings Policy is to reserve 199 Homes for people over the age of 55, and in particular, to those who are also existing tenants who may release a family home.

With the introduction of a minimum age of 55, there will be an impact on those who do not meet this criterion (unless they are a carer). As the scheme is comprised of 46 one-bedroom homes and 73 two-bedrooms, the effect will be split between single/couples needing a one-bedroom property (typically aged twenties to thirties) and small families needing two-bedrooms who will typically include one or two children under 18. This impact will be slightly mitigated by an expected increase in larger homes released by existing tenants downsizing from family homes. These homes would be used to house families with up to 5 to 6 children.

3. Consultation and engagement

3a. 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? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

Engagement informing the development of the Local Lettings Plan

The Local Lettings Plan was designed following research and engagement with older residents who might be suitable for this scheme and those occupying larger homes. This engagement was undertaken by an external research company and included a survey and individual conversations in person or by phone where necessary. The Council also used the outcomes of this research to inform its development of an Older People's Housing Strategy and Rightsizing Strategy.

Consultation with those affected by the Local Lettings Plan

The Council has also undertaken a six-week consultation specifically targeting 3,380 applicants on the housing register who had a housing need for a home with one or two bedrooms. The Council also targeted 40 nearby tenants who would have been offered these homes through the Neighbourhood Moves Scheme.

Outcomes of consultation

There were 751 hits on the survey site (22% of those who were contacted) and 130 responses (3.8%).

Overall response to the Lettings Plan

Support was received across all age groups, national identities and benefit statuses, except for those aged 21-40, where 46% were against and 38% in favour. However, there was a notable difference in response among those with 2 A' Levels, a degree or a professional qualification (where 49% were in favour) and those who with a lower or no or a foreign qualification (where 88% were in favour). Support was mixed among those who preferred not to provide details of their educational qualifications with 48% in favour and 45% against.

Of those who did respond, there was strong support for the scheme with 65% either happy or satisfied. However, there was also 33% of respondents who were unhappy or dissatisfied with the scheme.

Response to the minimum age

The consultation also asked about the minimum age which should be applied to the scheme. Although the largest age selection was against any minimum age with 37% selecting this option, 57% of respondents selected one of the four ages offered indicating support for the scheme's principal feature. Those who are against a minimum age included all but five of the 33 who were against the scheme but also 14 of the 65 who were in support of the scheme.

Response to who these homes should be offered to

Support for the scheme's proposals to prioritise existing tenants in larger homes was not well supported with only 15% agreeing. The most popular group to be offered these homes (with 50% support) were those living in temporary accommodation and Band B. This is slightly less than the representation (65%) of temporary accommodation applicants among those who were invited to take place in the survey.

This sentiment was repeated in the comments respondents provided in the consultation survey and in emails. Notably, it was frequently stated that these homes should be offered to those in Temporary Accommodation instead of older people. However, these are not distinct groups and with 198 applicants over the age of 55 in Temporary Accommodation, many of these homes will be allocated to people in Temporary Accommodation.

4. Data and Impact Analysis

The following data is taken from the Housing Register on 7 January 2025 and covers the members of the households in Band A or Band B who have a housing need of a home with 1 or 2 bedrooms.

4a. Age

Data

The data below compares the borough profile with that of all household members of Band A and Band B Housing Register applications for homes with one or two bedrooms as of 1 June 2024. With only 119 homes in this scheme, most of these applicants would not receive any offer from this scheme.

Age	Borough		Band A/B 1-2 beds	
0-17	54,422	21%	1,232	31%
18-34	71,660	27%	1,050	26%
35-49	63,930	24%	896	22%
50-64	46,516	18%	586	15%
65+	27,706	10%	272	7%
Total	264,234	100%	4,036	100%

The data shows a similar age profile for those in Band A/B one/two-bedroom households to those in the borough except for those who are under 18 (who are over-represented) and those who are over-50 (who are slightly under-represented).

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Young people under the age of 18 are over-represented compared to the borough profile whereas people over the age of 50 are under-represented. While the latter will gain from the proposal (or at least those over-55), there will be a loss to children in two-bedroom households near the top of the housing register as this will mean those households will need to wait slightly longer for the next one bed/two bed homes. There will though be limited or no loss to those lower in the housing register as (save for existing tenants moving) the impact of this policy would be to remove the same number of two-bedroom households who are ahead of them on the waiting list.

Where a home is taken up by an existing tenant who was not on the register, this will largely be through the first priority – that is under-occupiers and those who need an adapted home. Although there may be a few of the latter grouping who are currently in a one-bedroom home and over-crowded, this is expected to be minimal. Existing Social tenants moving will therefore generally be moving from a property with the same number of bedrooms (leading to no long-term loss to the housing register) or a home with more bedrooms. Where a larger home is released, this will benefit not only younger applicants but, crucially, their children.

Typically, a two-bedroom home (such as some of the new homes cover by this Lettings Plan) would only house one or maybe two children. However, if a home with four-bedrooms was released, this could benefit four to six children. There is thus likely to be a small net benefit to those under the age of 17.

b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

With the introduction of a minimum age, anyone outside this age-range will not receive an offer unless they are a carer for the tenant. However, this scheme will benefit those who are older and, as set out above, are likely to have an overall positive impact of those who are under 18 due to the family homes expected to be released.

The introduction of a minimum age within this Local Lettings Policy is considered a proportionate means of achieving a legitimate aim. The aim of the Lettings Plan is two-fold: -

- Firstly, to enable older people to move to a long-term suitable home while they are better able to manage the move. For many this may be a current need, as their present home is unsuitable and/or future a likely future need which is likely to develop as they age. This policy seeks to create a safe, accessible and quiet accommodation which is aimed at being suitable for the rest of their interdependent lives. The alternative to this – only rehousing people when their health has deteriorated – will not only cause older people to become vulnerable and isolated in unsuitable homes but will also delay the release of family homes they may be occupying. This scheme benefits older (and in the long-term) potentially more vulnerable households over younger households below this threshold who may not have any such vulnerabilities. This is because the housing register does not give additional preference to those with low-level medical need to those in Temporary Accommodation who represent most of those affected).
- Secondly, the Lettings Plan also aims to increase the number of larger homes which are released which would replace a one or two bed home (benefiting at most two adults and two children) with a larger home which would benefit a family of four to six children. Under-occupation moves thus benefit more people and, typically, younger applicants and their children.

Potential Impacts

While most households will not be housed, the effect of these changes is a beneficial effect on those who are 55 or older and a small but positive affect on those who are under 18 with higher numbers of family homes being released.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%¹
 - Day to day activities limited a lot – 6.1%.
 - Day to day activities limited a little – 7.5%.
- 7.5% of residents people diagnosed with depression²
- 1.7% of residents diagnosed with a severe mental illness³
- 0.4% of people in Haringey have a learning disability⁴

¹ Census 2021 - [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

² NHS Quality Outcomes Framework - [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

³ NHS Quality Outcomes Framework - [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

⁴ PHE Learning disability profiles - <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

The data below compares the borough profile with that of all household members of Band A and Band B Housing Register applications for homes with one or two bedrooms as of 1 June 2024. With only 119 homes in this scheme, most of these applicants would not receive any offer from this scheme. [OBJ]

Disability	Borough		ALL		Over-55	
			Band A/B 1-2 beds		Band A/B 1-2 beds	
Yes	36,200	14%	403	10%	207	33%
no/not known	228,034	86%	3,633	90%	425	67%
Total	264,234	100%	4,036	100%	632	100%

The data shows a slight under-representation those with a disability among those in all Band A/B one/two-bedroom households compared to the borough but a significantly higher representation among those who will benefit from the scheme.

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Those with a disability are over-represented in comparison to both the borough and those waiting for a one- or two-bedroom home.

b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Like most new build homes, these 119 homes will be level access, and the Lettings Plan will improve the housing prospects of older people with a current disability who are over-represented among those who will benefit from the Lettings Plan. This will mean lower change to those who fall outside the age group and who are at the top of the waiting list. This scheme will also have a positive impact as these homes being allocated as long-term homes for older people who are anticipated will need adaptations and level access in the medium term.

The Lettings Plan also gives priority for two-beds to those who have or need live-in carers and so can improve the lives of those who need the care and allowing them to remain in the community.

Potential Impacts

The proposal is likely to see slight fall in the number of these homes offered to those with a disability now, offset by the number of tenants housed who are expected to have disabilities in the short- to medium-term.

4c. Gender Reassignment

Borough Profile⁵

⁵ Census 2021 - [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%.
- Trans woman – 0.1%
- Trans man - 0.1%

The gender reassignment data is not available for those on the Housing Register.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The gender reassignment data is not available for those on the Housing Register.

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

There is a higher rate of homelessness for those who have had gender reassignment where they are forced to leave a family home. These are typically for a one-bedroom home for them (and any partner). However, the majority of these households do not appear on the housing register as they are supported through the Pathway scheme.

Potential Impacts

It is not anticipated that that the changes will have an undue impact on those who have gender reassigned.

4d. Marriage and Civil Partnership

Data

Borough Profile ⁶

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)

Married or registered civil partnership: (35.8%)

Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%)

Single (never married or never registered a same-sex civil partnership): (45.3%)

Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Housing Register Profile

The data on marital status for people on the Housing Register is not available directly. Though the relationship between applicants and other household members is recorded where they are not the main applicant nor their status if the partner or former partner is not part of the application. This data is thus unreliable.

⁶ Census 2021 - [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/marriage-and-civil-partnership/status-in-england-and-wales)

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Accurate data is not available.

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Although accurate data is not available, there is no reason to believe the Lettings Plan will have an undue impact dependent on marital status.

Potential Impacts

There are no expected impacts related to marital status as marital status is not taken into account with regard to Housing Allocations of the Local Lettings Plan.

4e. Pregnancy and Maternity

Data

Borough Profile ⁷

Live Births in Haringey 2021: 3,376

Target Population Profile

This data is not available.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Accurate data is not available.

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Those who are pregnant are very likely to fall outside the minimum age and so would not be eligible for these homes. However, those who are pregnant with a second or third child may benefit from the scheme as more family homes are likely to become available.

Potential Impacts

Those who are pregnant are not expected to be overly impacted as those who are in smaller households (one- or two-bedroom homes) will be partially offset by the benefit for those who need larger homes.

4f. Race

⁷ Births by Borough (ONS)

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality⁸.

Data

Ethnicity	Borough		ALL		Over-55	
			Band A/B 1-2 beds		Band A/B 1-2 beds	
Asian	22,988	9%	202	6%	25	4%
Black	46,505	18%	1,222	39%	206	37%
Mixed	18,496	7%	210	7%	23	4%
Other	25,631	10%	460	15%	72	13%
White	150,613	57%	1,077	34%	233	42%
Total	264,234	100%	3,171	100%	559	100%
Unknown			865		73	
Total	264,234	100%	4,036		632	

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The data shows that among those who would be eligible under the Lettings Plan, there is an over-representation of those with a Black and Other ethnicity compared to the borough, and under-representation of those with an Asian and White ethnicity.

However, there is a slight underrepresentation of those with Asian, Black, Mixed and Other ethnicities compared to those who would be eligible for these homes if the Lettings Plan was not put in place.

b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

With a higher representation of Asian, Black, Mixed and Other Ethnicities in younger age groups, these ethnicities are less likely to be allocated these homes. However, this over-representation among younger people will also mean they are more likely to benefit from more larger homes becoming available.

Potential Impacts

The changes will have a small negative impact on household members from Asian, Mixed and White Ethnicities due to their lower representation among over-55-year-olds who need one or two bedrooms compared to their representation in the borough. Conversely there will be a net benefit for those over-represented (Black and Other Ethnicities).

4g. Religion or belief

Data

Borough Profile ⁹

⁸ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/our-work/anti-discrimination-law/race-discrimination)

⁹ Census 2021 - [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/religiousbeliefsandethnics/bulletins/census2021/religion)

Christian: 39%	Buddhist: 0.9%	Hindu: 1.3%
Jewish: 3.6%	Muslim: 12.6%	No religion: 31.6%
Other religion: 2.3%	Religion not stated: 8.0%	Sikh: 0.3%

Target Population Profile

Religion is not recorded in the housing data.

Potential Impacts

- Although religion is not recorded in the housing data, it is not anticipated that the changes will have an undue impact on the basis of religion.

4h. Sex

Data

Sex	Borough		Band A/B 1-2 beds	
Female	136,873	52%	2,345	58%
Male	127,361	48%	1,691	42%
Total	264,234	100%	4,036	100%

The data above shows that females are over-represented on the Housing Register for those needing a home with one or two bedrooms. This representation is mirrored in the target age group (over-55) who are likely to benefit from the Local Lettings Plan.

- Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The data shows there is an over-representation of females among both those on the housing register (Band A and B) looking for a home with one or two bedrooms and of those who may benefit from the Local Lettings Plan.

- Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Sex	Borough		Band A/B 1-2 beds		Band A/B 1-2 beds	
Female	136,873	52%	2,345	58%	366	58%
Male	127,361	48%	1,691	42%	266	42%
Total	264,234	100%	4,036	100%	632	100%

Females are over-represented on those who may receive offers compared to the borough and are equally likely to benefit from the Local Lettings Plan compared to those who would be ineligible to receive an offer due to age.

Potential Impacts

This policy is likely to have a small positive on females due to their over-representation compared to the borough and, with a longer life expectancy, these

are homes are likely to benefit females for longer periods. There will also be a secondary benefit if larger homes are released as females are also over-represented among those seeking a family home.

4i. Sexual Orientation

Data

Borough profile ¹⁰

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

The housing register does not record sexuality but there are no anticipated impacts of this scheme on residents on the basis of their sexual orientation.

4j. Socioeconomic Status

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹¹
- 19.6% of residents were claiming Universal Credit as of March 2023¹²
- 29.3% of jobs in Haringey are paid below the London Living Wage¹³

The housing register does not record income, but most of those housed (55 or older) will be in receipt of a pension unlike those who are younger.

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁴.
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁵
- 5.0% were qualified to level one only¹⁶.

The housing register does not record education but there is a significant increase in higher level education among younger population and lower among older people who would benefit from this scheme.

¹⁰ Census 2021 - [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender/articles/sexualorientationandgenderinenglandandwales/2021)

¹¹ ONS - [ONS Claimant Count](https://www.ons.gov.uk/peoplepopulationandcommunity/employmentandunemployment/articles/claimantcount/2023)

¹² DWP, StatXplore - [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/universal-credit-statistics)

¹³ ONS - [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/employmentandunemployment/articles/annualsurveyofhoursandearningsashe/estimatesofthenumberandproportionofemployeejobswithhourlypaybelowthelivingwagebyworkgeographylocalauthorityandparliamentaryconstituencyukapril2017andapril2018)

¹⁴ DfE - [GCSE attainment and progress 8 scores](https://www.gov.uk/government/statistics/gcse-attainment-and-progress-8-scores)

¹⁵ LG Inform - [Data and reports | LG Inform \(local.gov.uk\)](https://www.local.gov.uk/data-and-reports)

¹⁶ LG Inform - [Data and reports | LG Inform \(local.gov.uk\)](https://www.local.gov.uk/data-and-reports)

It is notable that the consultation response was sharply divided by the level of qualifications obtained by the respondent with those with 2 A' Levels, a degree or a professional qualification 49% in favour and 46% against compared with 88%

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country¹⁷. These homes are more likely to appeal to those already living in these areas.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

The Local Lettings Plan will support older people and is expected to release larger homes for families. This will lead to lower potential offers to those who need smaller homes.

5b. Intersectionality

There is an over-representation on the housing register of black single mothers. The Local Lettings Plan would mean few of these homes being available for those with few children but more to those with larger families who need larger homes.

5c. Data Gaps

The main data gaps are on Gender Reassignment, Religion and Sexual Orientation. These gaps require additional update of data which may be undertaken with the forthcoming review of the housing allocations policy.

6. Overall impact of the policy for the Public Sector Equality Duty

The introduction of an age-criteria has a direct impact of those who do not meet this criteria. This impact will though be mixed if the Plan encourages more social tenants to release family homes as expected. The Plan has been designed to give these tenants priority and a marketing campaign will be undertaken to maximise the number of under-occupiers moving into these homes.

As well as encouraging under-occupiers, the Lettings Plan seeks to enable older people to move to a long-term suitable home while they are better able to manage the move. The homes are particularly suitable as they will provide safe, accessible and quiet accommodation which is suitable for the rest of their interdependent lives. The alternative to this – only rehousing people when their health has deteriorated – will not only cause older people to become vulnerable and isolated in unsuitable homes but will also delay the release of family homes they may be occupying.

This scheme benefits older (and in the long-term) potentially more vulnerable households over younger households below this threshold who may not have any such vulnerabilities. This is because the housing register does not give additional

¹⁷ IMD 2019 - [English indices of deprivation 2019](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019) - GOV.UK (www.gov.uk)

preference to those with low-level medical need to those in Temporary Accommodation who represent most of those affected.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

No major change to the proposal: the EQIA demonstrates the proposal has minimal or mixed benefit to those with protected characteristics. Where there are impacts, these will in part offset by the benefit from the release of under-occupied family homes which can help more people.

The proposal will also only potentially affect those who are at the top of the housing register and close to receiving an offer. For these there will be a slightly delay them receiving an offer compared to these homes being offered through the normal lettings route.

For those who are lower down the waiting list, these homes are unlikely to have been allocated to them with or without the Lettings Plan. As with all new homes, the impact on those lower down the waiting list will improve when those above them are housed.

This will be the case under both the current arrangements and the Lettings Plan. The only exception is where a social tenant who is not on the register moves into these properties. These will mostly be those who are downsizing and though this will mean a loss of a 1 bed or 2 bed let being offered to the households above them on the housing register, this home will result in a larger home which could be used to benefit more people.

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

Lettings to the scheme will be monitored as part of the annual Lettings Review undertaken as part of the Annual Lettings Plan which monitors all Council lets. This review is undertaken in Spring each year and sets out the demographics of lets throughout the borough as well as setting out letting outturns and forecasts for the following year.

8. Authorisation

EQIA approved by Maddie Watkins Assistant Director Housing Demand

A handwritten signature in black ink, appearing to read 'M Watkins', written in a cursive style.

Date: 13/05/2025

9. Publication

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

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

Appendix B - Consultation Report

Introduction

This consultation report is setting out the responses to a proposed Local Lettings Plan for 119 new homes in the Wingspan Development. A Lettings Plan sets out a localised and one-off set of rules for allocating these homes which varies with the Housing Allocation Policy.

Under the current policy, these homes would initially be let to nearby social tenants through the Neighbourhood Moves Scheme (NMS) and then through the Housing Register – that is, by applicants Band and then waiting time.

The proposed Lettings Plan has four significant differences: -

- **The homes would only be available to those who are over 55 years old.**
This is the key aspect of the scheme and consultation. As such, this was the most common issue raised in the comments.
- **The homes would not initially be offered to existing tenants within the NMS catchment area but instead offered to existing tenants who are either under-occupying or who need an adapted home.**
The NMS was only mentioned in one of the comments, and that respondent was against the scheme. This is not unexpected as though potential NMS tenants were contacted directly about the Lettings Plan as these tenants have recently had offers of other homes in the development and so are unlikely to be losing out.

As with the existing arrangements, it is proposed that all homes would then be offered through the housing register albeit with the minimum age criteria.
- **Any offers of homes can be refused without penalty unless there are homes remaining after all Band A and B have had an opportunity to bid for them.**
The voluntary nature of the offers was not mentioned in any comments.
One respondent seemed to mistakenly believe that the Council would be forcing older tenants to move to these homes which is not the case.
- **Any homes left after Band A and B have had an opportunity to bid for them will be offered to eligible applicants in Temporary Accommodation as a compulsory direct offer rather than Band C applicants.**
Although many comments and the survey suggested that these homes should be offered to those in Temporary Accommodation, there were no comments on this part of the Lettings Plan.

The consultation

The consultation ran for 6 weeks from Monday 24 February to Monday 7 April 2025. Emails were sent to those who would be affected by the Lettings Plan. This comprised of

- (a) those who were in the NMS catchment area and so would not be offered these homes (40 tenants)
- (b) those who were looking for a home with 1 or 2 bedrooms and in Band A and Band B. Applicants in Band C were not contacted as they would be very unlikely to receive an offer (3,380 applicants).

Respondents were asked for their opinion of the Lettings Plan and two key aspects of the plan.

Appendix B - Consultation Report

- the minimum age that should be applied (with the option of “no minimum age”) and
- which priority groups the homes should be offered to.

Respondents were also asked which age band they were in and their socio-economic status. However, due to an administrative error, they were not asked other demographics. Consideration was given as to whether the survey should be completed again to capture this information but given the low level of response to the original survey and an anticipated lower response from a second survey, it was felt that inclusion of these questions would be over-sensitive to individual responses and so of limited statistical value.

Responses

Overall Response

There were 751 hits on the survey site (22% of those who were contacted) and 130 responses (3.8%). Only 108 of these respondents expressed an opinion on the overall scheme, with 22 not submitting a response to this question. Of those who did respond, there was strong support for the scheme with 65% either happy or satisfied. However, there was also 31% of respondents who were unhappy or dissatisfied with the scheme.

All Responses	Happy	Satisfied	Neutral	Dissatisfied	Unhappy	Answers	No response
Responses	15 (14%)	50 (46%)	10 (8%)	26 (20%)	7 (5%)	108 (100%)	22
Total	65 (60%)			33 (31%)			

Responses by National Identity

Due to an administrative error, respondents were asked for their National Identity rather than their ethnicity.

Of those who selected a National Identity other the British, 68% approved of the scheme answering 'Happy'; or 'Satisfied' compared to 25% who were against. Approval of the scheme was also high for those who selected British with 57% supporting the scheme compared to 27% against. Support was similar for those who did not provide an answer with 60% supporting the scheme.

National Identity	Happy	Satisfied	Neutral	Dissatisfied	Unhappy	Answers	No response
Other/Mixed	21 (53%)	6 (15%)	3 (8%)	-	10 (25%)	40	22
British	15 (45%)	4 (12%)	5 (15%)	3 (9%)	6 (18%)	33	-
No Answer	14 (40%)	5 (14%)	2 (6%)	4 (11%)	10 (29%)	35	22
Total	50 (46%)	15 (14%)	10 (9%)	7 (6%)	26 (24%)	108	11

Responses by Age

Analysis by age the age of respondents showed higher levels of support from older respondents as expected. Support for the scheme fell significantly though for those under the age proposed for the scheme (55 years old). However, there continued to be a majority in favour for all ages except those aged 21 to 40 where 46% were either 'dissatisfied' or 'unhappy' with the proposals compared to only 38% in support.

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Age Group	Happy	Satisfied	Neutral	Dissatisfied	Unhappy	Answers	No response
21 to 40	5 (19%)	5 (19%)	4 (15%)	10 (38%)	2 (8%)	26 (100%)	3
41 to 50	3 (14%)	12 (57%)	3 (14%)	3 (14%)	-	21 (100%)	2
51 to 55	1 (11%)	4 (44%)	1 (11%)	2 (22%)	1 (11%)	9 (100%)	2
56 to 60	1 (17%)	5 (83%)	-	-	-	6 (100%)	5
61 to 65	2 (22%)	7 (78%)	-	-	-	9 (100%)	-
66 or older	-	4 (80%)	-	-	1 (20%)	5 (100%)	-
No age given	3 (9%)	13 (41%)	2 (6%)	11 (34%)	3 (9%)	32 (100%)	10
Total	15 (14%)	50 (46%)	10 (9%)	26 (24%)	7 (6%)	108 (100%)	22

Responses by Education

Response to the proposed Lettings Plan was sharply divided by the level of qualifications obtained by the respondent with those with 2 A' Levels, a degree or a professional qualification 49% in favour and 46% against compared with 88% of those with lower or no or a foreign qualification being in favour and 5% being against.

Support was mixed among those who preferred not to provide details of their educational qualifications with 48% in favour and 45% against.

Highest Educational Qualification	Happy	Satisfied	Neutral	Dissatisfied	Unhappy	Answers	No response
No formal qualifications	2 (18%)	8 (73%)	(0%)	1 (9%)	-	11	1
Other qualifications e.g. other work & foreign qualifications	-	5 (83%)	1 (17%)	-	-	6	-
Level 1 e.g. 1-4 GCSEs or equivalent qualifications	3 (25%)	7 (58%)	1 (8%)	1 (8%)	-	12	1
Level 2 e.g. 5 or more GCSEs or equivalent	1 (25%)	1 (25%)	1 (25%)	1 (25%)	-	4	1
Level 3 e.g. 2 or more A-levels, HNC, HND or	1 (8%)	3 (25%)	3 (25%)	4 (33%)	1 (8%)	12	-
Level 4 or above e.g. first or higher degree, professional	1 (8%)	4 (33%)	-	5 (42%)	2 (17%)	12	1
Prefer not to say	4 (36%)	6 (55%)	1 (9%)	-	-	11	3
Did not answer	3 (8%)	16 (40%)	3 (8%)	14 (35%)	4 (10%)	40	15
Total	15 (14%)	50 (46%)	10 (9%)	26 (24%)	7 (6%)	108	22

Responses by Benefit Status

Response to the proposal was much stronger among those who were claiming a benefit with 71% supporting the scheme and 19% against. This contrasted to 38% support from those who were not claiming a benefit (and 50% against).

Among those who did not provide an answer on their benefit status, those for and against the scheme was evenly matched at 48% for and 45% against. Four respondents selected 'prefer not to say' with one in favour and two against.

Benefit Status	Happy	Satisfied	Neutral	Dissatisfied	Unhappy	Answers	No response
Not claiming a benefit	3 (38%)	-	1 (13%)	2 (25%)	2 (25%)	8 (100%)	5
Claiming a Benefit	28 (52%)	10 (19%)	6 (11%)	1 (2%)	9 (17%)	54 (100%)	2
No answer	19 (44%)	4 (9%)	3 (7%)	3 (7%)	14 (33%)	43 (100%)	15
Prefer not to say	-	1 (33%)	-	1 (33%)	1 (33%)	3 (100%)	-
Total	50 (46%)	15 (14%)	10 (9%)	7 (6%)	26 (24%)	108 (100%)	22

- Minimum age

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No minimum age	50 years old or over	55 years old or over	60 years old or over	65 years old or over	Unsure / no answer	Answers	No response
37%)	18 (15%)	19 (16%)	21 (17%)	11 (9%)	7 (6%)	121	9

Although the largest age selection was against any minimum age with 37% selecting this option, 57% of respondents selected one of the four ages offered indicating support for the scheme's principal feature. Those who are against a minimum age included all bar five of the 33 who were against the scheme but also 14 of the 65 who were in support of the scheme.

- Who should these homes be offered to?

Support for the scheme's proposals to prioritise existing tenants in larger homes was not well supported with only 15% agreeing. The most popular group to be offered these homes were those living in temporary accommodation and Band B. This is in line with the proportion of people who received an invite to take place in the survey.

Which of the following groups should be offered these homes?	Number	%
Applicants in living in Temporary Accommodation	65	50%
Applicants in Band B	45	35%
Applicants in Band A	33	25%
Social tenants who need an adaption	29	22%
Social tenants who will move from a family home	20	15%
Social tenants in same size home & do not need an adaptations	7	5%
Other	33	25%
Applicants who been waiting over 5 years	1	1%
Applicants who live in unsuitable accommodation	1	1%
Households with family members who are disabled	1	1%
Mothers with children in temp accommodation	1	1%
Anyone on the housing list	1	1%

- Individual Comments and emails.

Respondents were invited to make comments on the proposal within the survey with around a third (37) doing so.

Those who were against the proposed Lettings Plan were twice as likely to submit an individual response. There were also a further 12 respondents who used the response to set out their own situation with equal support for and against the scheme.

The most common comments stated that they believed that the scheme should be open to all ages, though some of these comments were related to the homes being offered to other groups rather than specifically to younger people. The second most popular theme was support for the homes to be given to those who might release a family home. This contrasts with the lack of support for this group in the survey section on who should be offered the homes.

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Comment	For	Mixed	Against	Total
Against the age criteria			6	6
It will free up larger homes	4	1		5
Should be offered to all those who need adapted home		1	4	5
Design/Location	1	1	2	4
Should be offered to those in temporary accommodation			4	4
Supporting older people	4			4
Should be offered to all		2		2
Bigger homes should be built instead			1	1
Forced to move / should be no age limit			1	1
Only under occ and need adaptations	1			1
People being forced to move			1	1
Should be a mixed site		1		1
swap instead		1		1
Allocation Policy in general		1		1
Total	10	8	19	37

Respondents were invited to make comments on the proposal within the survey with around a third (37) doing so, and to respond by email with 46 doing so. Of those who emailed, the vast majority (28) of responses were setting out their own circumstances with no comment on the proposed Lettings Plan. Of the remaining 18 emails, these were split evenly between those for and against the proposal.

For six of the nine people who were against the scheme, their main concern was that they felt the homes should be available for anyone and, in all but two cases, then setting out their own circumstances. Of the remaining three respondents, two felt that the scheme would be creating segregation of communities and the last felt that the scheme did not provide on-site support.

For those who were in favour, the main reasons for supporting the scheme were split between those who agreed with housing specifically for older people and those who believed it would release more family homes.

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DRAFT Redwing & Turnstone Lettings Plan

1 Introduction

- 1.1 Haringey has an ageing population. The Council wants to expand the range of homes available to older residents beyond the current offer of sheltered housing. The Council's engagement with older residents has shown a strong demand for accessible, safe, and secure homes which can be occupied for many years.
- 1.2 Wingspan is a high-quality development of 272 new council homes located in Tottenham Hale. The Council believes that the 119 one- and two-bedroom homes located in Redwing Court and Turnstone Court within the development are particularly suitable for older residents looking for accessible, safe, and secure homes. The Council is therefore seeking to put in place a Local Lettings Plan that will ensure these homes are let to people who are 55 years old or older.
- 1.3 To achieve this aim, this Lettings Plan sets out the eligibility criteria for both the initial and subsequent lets of these homes apart from up to ten of the initial lets as set out in 5.4. This Lettings Plan also sets out the Priority Order in which these homes will be offered.
- 1.4 Re-lets of each property will then be allocated in line with the Housing Allocations Policy but will also be subject to the eligibility criteria set out in this Lettings Plan.
- 1.5 This Lettings Plan will be implemented instead of the existing Neighbourhood Moves Scheme which offers homes to nearby Council tenants. As this Lettings Plan also makes offers to these residents, the Neighbourhood Moves Scheme will not be applied even to homes left vacant after this Plan has been implemented.
- 1.6 This Lettings Plan will not apply to the other 153 homes on the Wingspan development which will be let in line with the Council's Allocations Policy and initially through the Neighbourhood Moves Scheme.

2 Eligibility for the homes in Redwing Court & Turnstone Court.

- 2.1 All Applicants, including those nominated by the Council under 5.3 below, must also meet the following criteria (unless there are no suitable candidates as set out in 2.2).
 - The lead applicant (who will be the tenant) must be 55 years old or older.
 - Other people on the application must be: -
 - at least 55 years old and/or
 - receiving carers allowance for care provided to the lead applicant, and currently living with them for 12 months, or
 - receiving carers allowance for care provided to the lead applicant where the care provided cannot easily be provided from an alternative address, or
 - The partner of someone receiving carer's allowance as described above so long as this does not create over-crowding.
 - Children of the applicant(s) or carer cannot be included unless they are also carers.
 - The applicant or household members cannot currently be a tenant of a Sheltered Housing or Good Neighbour Scheme.

Appendix C: Redwing & Turnstone Lettings Plan

- For homes with two bedrooms, the applicant must either be a social tenant moving from a larger property and/or a household who need two-bedrooms. This can include a live-in carer.
 - For homes with a wet room, the applicant (or a member of their household) must have a medical need for these adaptations.
 - Applicants (or a member of their household) must not have caused any antisocial behaviour or have significant rent arrears as set out in Appendix 1 and 2.
 - Applicants cannot have an alternative offer of rehousing. Applicants who have been offered and accepted alternative housing elsewhere are expected to take up those existing offers. Similarly, household members who have accepted alternative housing are also expected to take up those offers and may be removed from the application which in turn may affect the applicant's eligibility and/or property allocation. Refusal of alternative offers will not reinstate the applicant's or household member's eligibility unless the alternative property was unsuitable or if there are exceptional circumstances.
- 2.2 In the event that there are homes remaining unlet after the implementation of this Lettings Plan, the Council may disapply some of the above criteria to let the final homes. Where this is needed, the Council will sensitively select potential tenants to ensure that these offers do not undermine the purpose and intended character of the scheme. These lets will be made by direct offer.

3 What the Applicant will need to do.
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- 3.1 To be eligible for this scheme, the applicants either have a live Housing Application or must complete a new Housing Application.
- 3.2 Existing tenants/licensees must surrender their current accommodation with vacant possession and return the keys to their landlord by midday of the day their new tenancy starts.

4 Who may be included on the application form.

- 4.1 When determining the size of the home applicants need, the Council (or Housing Association) will only consider household members who are:
- at least 55 years old and are a partner of the applicant; or
 - are (at the time of application) a carer for the lead applicant (or other household member) who is receiving carer's allowance for care provided to the applicant and either living with the applicant for 12 months or providing care which could not be provided from an alternative address.
 - The partner of someone receiving carer's allowance as described above so long as this does not create over-crowding.

Appendix C: Redwing & Turnstone Lettings Plan

5 Priority for new homes in Redwing Court & Turnstone Court

- 5.1 Applicants will be given priority in the order set out on the next page. Where there is more than one household in a group, priority will be determined by the applicable order within that sub-group. Where there is more than one household following this priority order, priority will be given to the applicants with the earliest effective date on their housing waiting list where applicable, and then to the applicant with the longest current tenancy.
- 5.2 Applicants will only be offered homes appropriate for their assessed housing need unless there are exceptional circumstances or where they are Social Tenants moving to a home smaller than the home they currently occupy. Offers will not be made where this would lead to over-crowding.
- 5.3 Up to ten homes will be reserved for households nominated by Housing Related Support and approved by the Exceptional Rehousing Decisions Panel.
- 5.4 The remaining homes will be offered in the following order.

Group 1: Social tenants choosing to move to a smaller home &/or who need a walk-in shower or other adaption not available in their current home.

Offers will be made in the following order.

- a) the number of bedrooms in their current home (with higher priority to those in larger homes), and then to
- b) those aged 65+ first then 55+

Group 2: Applicants in Band A of the Housing Register & choosing to move.

Offers will be made in the following order.

- a) those who need an adaption (e.g. a level access shower*), and then to
- b) those aged 65+ first then 55+

Group 3: Applicants in Band B of the Housing Register & choosing to move.

Offers will be made in the following order.

- a) those who need an adaption (e.g. a level access shower*), and then to
- b) those aged 65+ first then 55+

Group 4: Applicants in Temporary Accommodation who are eligible for these homes but have not voluntarily accepted an offer through Group 3.

Offers will be made in the order of the applicant's place on the Housing Register and will be deemed to be a final offer.

Group 5: All other Social Tenants

Offers will be made in the order of the applicant's place on the Housing Register and then those with the oldest tenancy start date.

* or other adaption not available in their current home

Social Tenants are taken to mean Secure tenants of the Council or Assured Tenants of Registered Providers with which the Council has a Nominations Agreement. This term does not include those who are licensees of their current home or living there as a temporary accommodation placement.

Housing Register is taken to mean the register for general needs tenancies and does not include those who are on the waiting list or Sheltered and/or Good Neighbour homes unless they are also on the general needs housing register and/or an existing Social Tenant.

6 Administration

Appendix C: Redwing & Turnstone Lettings Plan

- 6.1 The Council will set a deadline for applications. Eligible applicants will then be matched to available homes with priority set out in this Lettings Plan.
- 6.2 Offers of a tenancy will be made to the oldest person on the application either as a sole tenancy or, if they prefer, as a joint tenancy to couples where that partner is also at least 55 years old. Couples include those who are married, in a civil partnership, or who are living as if they were.
- 6.3 Carers will not be allowed to become a joint tenant unless they are partners of the oldest applicant and at least 55 years old.
- 6.4 Offers will not be made if the Ashley Road scheme is in an area which is unsafe for the applicant, and/or where the properties are unsuitable.

For example:

- Applicants who have been given or are in the process of requesting priority to move out of the Wingspan area due to a threat of violence will not be able to move to a new home in this scheme.
- Applicants who need to move to a particular location to be close to a specific support provider will not be able to move to Wingspan unless that specific provider is close to the scheme.

7 Discretion

- 7.1 This policy cannot cover every eventuality, and the Council reserves the right to make offers outside of the Scheme in exceptional circumstances.

8 Housing Allocation Policy

- 8.1 The terminology used in this document is based on the current Housing Allocations Policy.
- 8.2 The Council will soon be consulting on a new Housing Allocations Policy which may change the names of Bands and or other terminology which will be reflected in this document when that policy is approved and implemented.
- 8.3 Any lets made will be in accordance with the Allocations Policy in force at the time of the offer.

Appendix 1: Antisocial behaviour

8.4 The applicant cannot have:

- caused any significant and/or persistent anti-social behaviour connected to the applicant's current or previous tenancies or where legal action is being taken by the Council, a Housing Association, the Police, or other authorities in the last two years. The decision on what constitutes significant antisocial behaviour will be at the discretion of the applicant's current housing officer.
- committed any other tenancy breach which has warranted a Notice of Seeking Possession in the last two years or where a Notice to Quit has been served. Notices of Seeking Possession may be disregarded if they have been withdrawn or if the housing office is satisfied that the breaches have been resolved and unlikely to reoccur.

8.5 Breaches of tenancy (including rent arrears) may be disregarded where the Exceptional Rehousing Decisions Panel has agreed that there are exceptional circumstances why these may be disregarded.

Appendix 2: Rent Arrears

- 8.6 Applicants must not have rent arrears, court costs or former tenancy arrears at the time of the move unless they meet the exceptions set out.
- 8.7 Applicants who have debts owing to the Council or Housing Association will be allowed to apply for a move through the Scheme. However, unless there are exceptional circumstances, applicants with debts will not receive an offer unless:
- The debts are less than 6 weeks rent of their current net rent liability (and less than £1,000) and those debts have been reducing over the last 3 months through regular payments made by the applicant.
 - The debts are more than 6 weeks of their current net rent liability (or more than £1,000) and the applicant has been making regular payments for 12 months according to an agreed repayment plan.
- 8.8 Arrears caused by delays in the payment of Housing Benefit may be disregarded if Housing Benefit confirm that the payment is imminent.

Debts considered include.

- Arrears on their current tenancy
- Unpaid arrears on a former Council or Housing Association tenancy account including those due for temporary accommodation.
- Unpaid court costs owed to the Council or Housing Association connected to their current or former tenancy.

Report for: Cabinet Member Signing – June 2025

Item number: Item 7

Title: Extension of the Haringey Moving Forward Contract

Report authorised by: Zahra Maye – Head of Housing Related Support

Lead Officer: Lorraine Watson – Housing Related Commissioning Manager
Contact: Lorraine.watson@haringey.gov.uk

Ward(s) affected: All

**Report for Key/
Non-Key Decision:** Key Decision

1. Describe the issue under consideration

- 1.1. This report seeks approval to extend the contract with Ark Resettlement Services (ARKRS) for the provision of Haringey Moving Forward Services; specialist housing related support to prison leavers, as allowed under Contract Standing Order (CSO) 18.03.

2. Cabinet Member Introduction

- 2.1. Not Applicable

3. Recommendations

- 3.1. For Cabinet Member for Housing and Planning to approve retrospectively, in accordance with Contract Standing Order 18.03, the variation of the contract for the provision of Haringey Moving Forward delivered by ARK Resettlement Services and extend for a further period of 8.5 months, effective from 16th June to 28th February 2026 at the cost of £112,369. The aggregated total value of the contract will be £611,377 including the proposed extension.
- 3.2. For the Cabinet Member for Housing and Planning to note that the London Probation Service has been match-funding 50% of the service cost and will continue their contribution for the duration of the extension period proposed in paragraph 3.1 above. As a result, the actual cost of the service specific to Haringey over the life of the contract will be £305,688.50.

4. Reasons for decision

- 4.1. Research shows that prison leavers without settled accommodation are nearly 50% more likely to reoffend. This makes housing a critical factor in successful reintegration into society. Ark Resettlement Services, in partnership with the London Probation Service, delivers the Haringey Moving Forward service which provides supported accommodation for ex-offenders.
- 4.2. As a provider Ark Resettlement Services possess the expertise to rapidly meet the multiple and complex needs of this client group having previously delivered positive outcomes whilst working jointly with the London Probation Service and Haringey' Housing Department.
- 4.3. Haringey, like many London boroughs, faces high housing demand and affordability challenges. Ex-offenders often struggle to compete in the private rental market due to:
 - Lack of income or employment.
 - Stigma from landlords.
 - Complex support needs (e.g., mental health, substance misuse).
- 4.4. The service supports ex- offenders to integrate back into the community and supports rehabilitation thereby reducing the risk of re-offending. There is a demonstrable need for Haringey Moving Forward service which supports low - medium risk offenders to live independently in the community, reduce re-offending and access education training and employment. The service contributes towards both public protection and the social inclusion of offenders, whilst supporting the Council's priority to make Haringey a place where people feel safe, want to live, work and visit.
- 4.5. The service meets the Council's strategic objectives of delivering short term housing related support, early intervention, tenancy sustainment services, preventing escalation of need and demand on criminal justice, health and social care provisions. A contributory factor to rough sleeping upon prison discharge is the shortage of suitable supported accommodation for people to rapidly move off the street and into secure housing. Whilst also contributing towards both public protection and the social inclusion of offenders and supporting the Council's priority to make Haringey a place where people feel safe, want to live, work and visit.
- 4.6. The Council has a duty to provide temporary accommodation to residents. The additional funding provided by the London Probation Service, forms part of the new Rough Sleeping Prevention and Recovery programme funding for rough sleeping services and support for ex-offenders. Funding is also to ensure ex-offenders leaving prison rapidly, get the support and accommodation they need to live independently.
- 4.7. If the service was to be discontinued or decommissioned, service users would likely end up re-offending or may end up rough sleeping and homeless. The council will also lose this most needed funding to support

these vulnerable residents. Which would put a strain on the Council's main resources. For example:

- Housing Services - demand for housing will increase as ex-offenders often face difficulties in securing housing due to stigma and financial instability.
- Social Care Services – many ex-offenders have mental health and substance abuse issues that need ongoing support, which in turn puts pressure on social care services.

4.10 Given the uncertainty of long-term funding, a short-term extension is necessary to maintain service continuity. An 8.5-month extension provides a balanced approach, allowing time for securing longer-term funding arrangements while ensuring ongoing support for service users.

4.11 By extending the contract for 8.5 months, the Council can continue to provide essential support to ex-offenders, contributing to their successful reintegration into society and reducing the overall costs associated with homelessness and reoffending. This approach aligns with the Council's commitment to supporting vulnerable residents and promoting community safety and well-being. Therefore, an extension of the existing contract is the most advantageous option. At the end of the extension period the Council will initiate a competitive procurement process to select a provider for a new contract.

5. Alternative options considered

5.1. **Do nothing:** - This option was considered and not found to be viable due to the following reasons:

- There is only a statutory requirement to provide housing for single homeless people where they are identified as vulnerable and in priority need under Section 189 of the Housing Act (1996 amended 2002). However, Haringey like all London boroughs recognises the human, social and economic costs associated with homelessness and the need to ensure that people are adequately supported to recover from it and prevent future instances.
- If the service was to be discontinued or decommissioned, service users may end up rough sleeping and homeless which would put a strain on the Council's resources as outlined in point 4.7.
- Communities that invest in re-entry housing for ex-offenders often benefit from reduced crime rates, increased employment, and stronger social cohesion. Without such services, these benefits are lost.

5.2. **Tender process** - Although a tender process was considered, the current year-on-year match funding arrangement with the Probation Services restricts the Council's planning and recommissioning strategies. We are in discussions with the London Probation Service to secure a two-year

funding agreement. Extending the contract is prudent to ensure continuity of the existing service and minimise disruption or displacement of service users while exploring other market options.

6. Background information

- 6.1. The Housing Related Support (HRS) programme funds support services for vulnerable people in Haringey. There are currently over 60 contracts delivering support to a wide range of client groups including: older people; people with mental health problems; learning and physical disabilities; young people; women fleeing domestic violence; people with substance misuse issues; those at risk of re-offending and those at risk of homelessness.
- 6.2. The number of referrals to the Single Homeless Pathway for those with multiple and complex needs has increased year on year. The increase in complexities and challenges faced by homeless people in Haringey has resulted in a spike in demand for supported accommodation.
- 6.3. Housing Related Support jointly commissions the service on behalf of the London Probation Service and assumes overall contract management responsibility.
- 6.4. The contract originally commenced on the 1st February 2021 to 2nd January 2022 with the extension of 1 year option utilised; a total contract value of £224,739. The contract was extended and varied in March 2023 for a period of 2 years and 30 days at a cost of £248,400, the contract was further extended in April 2025 for 2.5 months at a value of £25,869. The overall value over the life of the contract is £499,008 for those periods.

- 6.5. Table below provides the breakdown of contract price:

Contract Period	Values without VAT	Values with VAT (where applicable)
Initial Contract period – 1 st February 2021 to 2 nd January 2022	£112,369.50	Contract started prior to publication PNN 10/21
Extension allowed within the terms of the contract, 12 months – 3 rd January 2022 to 3 rd January 2023	£112,369.50	£134,843.40
Variation to the terms of the contract to extend for a period of 2 years & 30 days - 4 th January 2023 to 31 st March 2025	£248,400.00	£298,080.00
Variation to the terms of the contract to extend for a period of 2.5 months – 1 st April 2025 to 15 th June 2025	£25,869.00	£31,042.80

Contract Period	Values without VAT	Values with VAT (where applicable)
Proposed variation to extend the contract for 8.5 months – From 16 th June 2025 to 28 th February 2026	112,369.00	134,842.80
Total	£611,377.00	£711,178.50

- 6.6. The service has been set up to operate in a flexible manner, adjusting the number of support hours per service user depending on the intensity of support required by each individual. The service supports up to 26 service users for a period of 12 to 18 months.
- 6.7. Ark Resettlement Services provides specialist support to those with criminal justice involvement by supporting clients to comply with criminal justice orders and licences, accessing and sustaining substance treatment, both statutory and voluntary as well as supporting clients to secure and maintain tenancies, access benefits and education, training, employment as well as referring clients to specialist mental health services; reducing escalation of need and demand on criminal justice services and health and social care provisions.
- 6.8. Contract monitoring of this service confirms overall the contract has been performing well. The service has a total number of 26 bed spaces and supports on average 24 individuals per quarter. Outcomes achieved:
- 96 % of service users successfully complied with their license requirement 42% of individuals achieved successful move on outcomes and tenancy sustainment in 2023/2024,
 - the project achieved a 55.6% success rate for achieving stable housing during 2023-2024,
 - Other outcomes successfully achieved were employment, mental health and well-being and social and relationship building.
- We will continue to regularly monitor the contract quarterly to ensure that outcomes are consistently being achieved.
- 6.9. The current contract expires on 15th June 2025. However, the Service Provider have confirmed they will be willing to continue delivering services as per the expired contractual arrangement.

7. Contribution to strategic outcomes

- 7.1. This contract supports the contributes significantly to the Council's strategic outcomes under the Corporate Delivery Plan 2024 – 2026, in particular:

- Homes for the Future: outcome 5: *Preventing and reducing homelessness and rough sleeping.*
The service significantly contributes to the delivery of this outcome by providing support which enables individuals to manage their housing and manage finances, to support their housing. The service also provides advice and tenancy sustainment, supporting clients to respond to issues which may threaten the stability of their housing situation.
- Adults, health and welfare: *outcome 1: A healthy and active population.*
The service contributes to delivery of this outcome by supporting clients to stay healthy including by supporting access to healthcare, engagement in physical activity and access to good nutrition.
- Adults, health and welfare: *outcome 3: Residents connected with the right support at the right time in their neighbourhoods.*
The service contributes to delivery of this outcome by focusing on developing peer support and user-led social initiatives, with clients supported to build positive relationships and engage with their communities.
- Adults, health and welfare: *outcome 5: Vulnerable adults are supported and thriving.*
The service contributes to delivery of this outcome by providing support which enables individuals to manage their housing and relationship with their landlord, driving improvements in the quality of their housing.

- 7.2. The service will contribute to the strategic objectives of Adults Social Care and their partners to offer preventative interventions at individual and community levels; meeting demand for on supported housing, preventing escalation of need and offering viable alternatives to residential care.
- 7.3. The service will contribute to the delivery of the Council's Rough Sleeping Strategy 2023 - 2027 by helping to prevent and relieve homelessness, reduce the use of temporary accommodation and provide rapid exit from street homelessness for those in need.
- 7.4. The service also contributes to the Council's statutory responsibilities under a range of legislation including the Homelessness Reduction Act (2018), the Care Act (2014) and the Equality Act (2010), by providing housing-related support to vulnerable people in order to ensure they are able to live independent, fulfilling and active lives in the community for as long as possible.

8. Carbon and Climate Change

- 8.1. Haringey Climate Change Action Plan March 2021 outlines the council's route for net zero carbon in Haringey. All HRS services and provision

contribute to the Community Actions Objective Com1 – To increase education and awareness raising across the borough to residents and businesses.

- Raising awareness of the impacts of climate change, and steps to mitigate, can encourage residents and businesses to engage with the issue and to enable behavioural change.

8.2. Housing Related Support team commission a wide variety of services which support vulnerable Haringey residents who have experience homelessness or are at risk of homelessness.

8.3. As a team we are committed to embedding educational awareness into the fabric of commissioning from the tender process to contract monitoring. We seek to deliver carbon literacy awareness training to our providers and stakeholder relating to carbon footprint within their own organisations i.e.:

- Ensuring providers have a carbon change policy.
- Including drafting a provider's self-assessment.

8.4. We also seek to consult with our stakeholders in relation to benchmarking best practice. This in-turn will be fed into our annual audit procedure where HRS Commissioning would be able to monitor and evaluate year on year whether organisations are reducing their carbon footprint.

8.5. HRS would also seek to co-produce our own carbon plan with service users by consulting with them on how climate change is affecting them i.e. Summer SWEP, Climate anxiety etc.

8.6. Finally, we seek to embed climate change into our service specification ensuring that providers we have, commit to addressing climate change on a wider strategic level with the Commissioning Team.

9. Statutory Officers comments (Director of Finance (procurement), Head of Legal and Governance, Equalities)

9.1. Finance

9.1.1 This report seeks the extension of the Ark Resettlement Services (ARKRS) for the provision of Haringey Moving Forward service for a period of 8.5 months, from 16th June 2025 to 28th February 2026 at a contract value of £112,369.

9.1.2 The London Probation Service will match fund this extension for a total value of £56,184. The remaining value will be funded from the Housing Related Support (HRS) General Fund Budget.

9.1.3 As this cost has been factored within the allocated budget there is little financial risk to the council.

9.2. Strategic Procurement

- 9.2.1. Strategic Procurement notes the contents of this report and have been consulted in the preparation of this report.
- 9.2.2. The report relates to services which are subject to the Light Touch Regime under the Public Contracts Regulations 2015 (PCR 2015). As such they are required to be advertised and comply with the procedures laid out in the PCR's.
- 9.2.3. A change in a contract post award usually requires a new tender process unless it falls within the permitted allowances under section 72 of the PCR 2015. The requested contract variation and extension is in accordance with PCR 2015, section 72.1 (b) which permits additional services without the need for a retender, if a change of contractor cannot be made for economic or technical reasons and provided that the increase in price does not exceed 50% of the value of the original contract.
- 9.2.4. This contract is jointly funded by the London Probation Service (LPS) and operates on a year-by-year basis. While LPS has confirmed funding for the 2025/26 financial year, future funding remains uncertain. Initiating a procurement process without financial certainty could lead to unnecessary expenditure of Council resources and significant service disruption. Therefore, varying the contract to allow an extension is considered the most suitable option on this occasion. Moreover, the value of the contract for additional services does not exceed 50% of the value of the original contract.
- 9.2.5. The Strategic Procurement Team notes that the original contract was awarded through a waiver process for an initial one-year term, with an option for a 12-month extension. However, successive extensions beyond the originally intended period have been repeatedly applied. This approach effectively results in repeated contract awards to the same provider without competition, limiting market engagement and potentially failing to uphold the Council's legal duty to ensure best value. Furthermore, extending a contract in this manner (especially when original contract was awarded without competitive process and extensions were not stipulated in the initial award), constitutes poor procurement practice and may increase the risk of legal challenge.
- 9.2.6. The request for contract variation is permitted under Contract Standing Orders (CSO) 18.03, the reasons for which are detailed in paragraphs 4 above.
- 9.2.7. Considering the above, Strategic Procurement supports the recommendation in paragraph 3.1 above.

9.3 Legal

- 9.3.1 The Director of Legal and Governance (Monitoring Officer) has been consulted on the preparation of this report.

- 9.3.2 The original contract was awarded when the prevailing procurement legislation was the Public Contracts Regulations 2015. The services were Schedule 3 services and were subject to the 'light touch' regime.
- 9.3.3 Legal Services notes that the contract has been awarded and subsequently extended on a number of occasions without being subject to competition. Legal Services accords with the procurement comments in respect of opening up this service to competition going forward in accordance with good procurement practice and the Council's Contract Standing Orders.
- 9.3.4 The Cabinet Member for Housing and Planning has power to approve the extension under CSO 0.08 (decision which may be taken by Cabinet may also be taken by the Leader or a Cabinet Member).
- 9.3.5 The Director of Legal and Governance confirms that there are no legal reasons preventing the Cabinet Member from approving the recommendations in this report.

9.4 Equality

- 9.4.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
 - Advance equality of opportunity between people who share those protected characteristics and people who do not.
 - Foster good relations between people who share those characteristics and people who do not.
- 9.4.2 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex, and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.
- 9.4.3 Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.
- 9.4.4 The decision is to award a variation and extension for the Haringey Moving Forward Services, for the provision of specialist housing related support to prison leavers delivered by ARK Resettlement Service.
- 9.4.5 Those most likely to be affected by the decision are service users of the accommodation and support services. Service level data from the existing service show that service users reflect the demographic of homelessness in Haringey. According to the Homelessness Strategy EQIA, women, young people, ethnic minority communities such as black African, black Caribbean, Asian other and black other, those who identify as LGBTQ+ and individuals with disabilities are particularly vulnerable to homelessness.

- 9.4.6 The service will provide ex-offenders released from prison aged over 18 with accommodation and support for up to 18 months.
- 9.4.7 The service will provide ex-offenders a smoother transition out of the Criminal justice system by providing specialist, flexible and responsive support that addresses:
- substance misuse needs, including those who are pre-contemplative.
 - low to medium mental health and learning difficulties.
 - chaotic lifestyles, including those displaying anti-social behaviour.
- 9.4.8 This service provides support to ensure that individuals can find and maintain suitable housing that meets their needs, as well as to manage other aspects of living a fulfilled and happy life.

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Report for: Cabinet Member Signing 03 March – 31 July 2025

Item number: 8

Title: Award of Contracts for the provision of Housing Related Support -Young People Supported Housing Pathway

Report authorised by: Zahra Maye - Head of Housing-Related Support

Lead Officer: Lorraine Watson – Housing Related Support Commissioning Manager

Ward(s) affected: All

**Report for Key/
Non-Key Decision:** Key Decision

1. Describe the issue under consideration

- 1.1. The Services within Young People's Supported Pathway aim to provide a pathway to independence for young people at risk of homelessness and care leavers, helping them build the skills necessary for independent living.
- 1.2. The Council has undertaken competitive procurement process for the recommissioning of Housing Related Support – Young People's Supported Pathway. The services were tendered into four separate lots: Lot 1 (Generic visiting support); Lot 2 (Unaccompanied Asylum- Seeking Children); Lot 3 (Young Women's Service) and Lot 4 (Housing First for Care leavers)
- 1.3. This report details the outcome of the procurement process and seeks approval to award contracts to the successful tenderers for Lot 1, 2 and 4. Details including names of suppliers and costs submitted by each tenderer are outlined under Appendix 1 – Part B (exempt information) of this report.
- 1.4. Subject to approval, the contracts shall be awarded for a period of four (4) years, commencing from 1st September 2025 with an option to extend for a further period, or periods, of up to a total of three (3) years in accordance with the terms of the contract.
- 1.5. The cost of the contracts for the initial term of 4 years is £ 865,714, and the total aggregated value over the full duration of 7 years is £ 1,515,000 (figures exclusive of VAT).

**2. Cabinet Member Introduction
Not applicable**

3. Recommendations

3.1. The Cabinet member for Housing and Planning to approve, in accordance with Contract Standing Orders, the award of contracts for the provision of Housing Related Support Services, Young People's Supported Housing Pathway to the successful tenderers as outlined in Appendix 1 - Part B (exempt information) of this report, for a period of 4 years commencing from 1st September 2025 with an option to extend for a further period/ periods of up to 3 years. The cost of contracts across the three Lots for the initial period of 4 years is £844,924 (exclusive of VAT) and the total aggregated total value for the full duration of 7 years is £1,478,617, if fully extended (exclusive of VAT)

3.2. The Cabinet Member for Housing and Planning to note that no suitable bids received for Lot 3 (Young Women's Service) and a separate procurement process may be carried out to recommission this service subject to availability of funding.

4. Reasons for decision

4.1. Changes to the Homelessness Reduction Act (2018) and the Children and Social Work Act (2017) which extended local authorities' duties to care leavers up to their 25th birthday subsequently placed greater pressure on the Council in respect of an increased duty toward accommodating Young People within the borough.

4.2. **Existing contract expiry and no extension available:** The existing contracts under Housing Related Support - Young People's Supported Housing expire on 31st August 2025 and there is no further provision to extend the contract.

4.3. **Procurement process carried out:** The Council has carried out a competitive procurement process and identified successful tenderers to be awarded contracts as outlined Appendix 1 Part B exempt information. Failure to award new contracts would lead to service disruption, putting vulnerable young people at risk of homelessness.

4.4. The tender process has ensured that the Council secures high-quality, cost-effective services that meet statutory obligations under the Housing Act 1996, Children Act 1989, and Homelessness Reduction Act 2017.

4.5. Awarding these contracts will contribute to the Council's Homelessness & Rough Sleeping Strategy and Corporate Delivery Plan objectives by preventing youth homelessness and promoting social inclusion and independence.

4.6. **Need for the service:** Given the rising levels of homelessness among young people and the multiple disadvantages they face, there is a critical need to maintain specialist Young People provision in Haringey. Young people are disproportionately affected by family rejection, mental health challenges, discrimination, and an increased risk of exploitation and abuse. Without dedicated accommodation and support, they face significantly poorer outcomes, including long-term homelessness, unemployment, and severe mental health crises.

5. Alternative options considered

5.1. **Do nothing** – The option to do nothing was considered and rejected as was found not to be viable due to following reasons:

- Discontinuing these services would lead to a Young Person losing their supported housing tenancy. In this event, in order to meet their statutory obligations, Young Adults Service would be required to provide placements to care leavers who are accommodated with the Unaccompanied Asylum-Seeking Children and Housing First services. This is not cost effective as would cost the council an additional £50,928 per young person on average per annum.
- The Young Peoples Pathway of provision supports vulnerable Haringey residents some who require a high level of intensive support to sustain their tenancies. While delivering this service is not a statutory requirement for the Housing Related Support team, it relieves pressure on other departments in fulfilling their statutory duties.

5.2. **Deliver the services in-house** - Following an assessment of feasibility, it is recommended that an outsourced model would be most advantageous for the council. This is due to reasons outline below:

- a) The Council cannot meet the requirement for 46 units within the required timescales. Renovation of council buildings was explored but found unsuitable due to their potential use for other specialisms (e.g., Learning Disabilities, Older People). Additionally, renovation completion would not align with the tender process timeline. Future planning may explore this route for sourcing accommodation for the Young People's pathway.
- b) If this pathway provision were to be delivered by the council, the costs attributed to staffing, building lease agreements and housing management responsibilities for an additional 46 units of accommodation is more than the available Young People Pathway budget envelope.

6. Background information

6.1. The Council's Housing Related Support - Young People's Supported Housing Pathway is designed for Haringey's 18-25-year-olds, aiming to address inequalities that put them at risk of homelessness. Youth homelessness factors differ from adults, often leading to hidden homelessness among young people.

6.2. The existing Young Persons Supported Housing Pathway includes the following:

- Women Only
- LGBTQ+

- Unaccompanied Asylum-Seeking Children
- Housing First for Care Leaver
- Complex Needs Worker
- General Support
- Family Mediation and Reunification Advice and Guidance

- 6.3. Changes to the Homelessness Reduction Act (2018) and the Children and Social Work Act (2017) which extended local authorities' duties to care leavers up to their 25th birthday subsequently placed greater pressure on the Council in respect of an increased duty toward accommodating Young People within the borough.
- 6.4. A Review of the 2016 Support Housing Review – Needs and Gap Analysis was conducted in 2024, focusing on the Young Peoples Pathway services. The initial review outcome highlighted that HRS's young people's supported housing pathway continued to meet the needs of the current cohort of Young People. Confirming that the diversity of specialist provision being delivered within the pathway continued to be required.
- 6.5. A Young People Pathway cost analysis was also undertaken in 2024, establishing Housing Related Support specialist supported accommodation services in particular Housing Needs for Care Leavers and the Unaccompanied Asylum-Seeking Children (UASC) Services offer a saving of circa 957,600K per annum to statutory services.
- 6.6. Our aim during the recommissioning process of the Young People's Supported Housing Pathway Services (through consultation and market engagement), was to obtain and utilise stakeholders and potential provider's feedback to assist in developing insight into any changes or emerging trends in local needs which had occurred since the last re-commissioning had taken place.
- 6.7. In addition, consultation was used as a means to understanding what outcomes are important to people using our services, and what kinds of support provision could achieve these outcomes.
- 6.8. Consultation was threaded into the period of contract delivery via surveys and one to one meeting with Service Users. Ultimately the commissioning team was able to use this to inform the reshaping of provision to better meet the current needs of young people accessing our services.
- 6.9. Consultation via task and finish groups, with key stakeholders i.e. Young Adults Service (YAS) established there is a distinct lack of specialist young people supported housing provision for care leavers to access. Thus, highlighting a continued need for a young person specific supported housing pathway which seen as beneficial to supporting statutory services such as theirs.

- 6.10. Services such as Housing First for Care Leavers support some of the most vulnerable care leavers who without the support would likely not be able to sustain their tenancies.
- 6.11. Two organisations submitted tenders for Lot 3, however, they did not meet the required threshold for the quality assessment and could not progress through the evaluation process. A separate procurement process may be carried out to recommission services under this Lot.
- 6.12. The recommendation to award contracts to successful bidders is made on the back of the completion of tender evaluations. Evaluations are based on criteria as set out within the tender documents.
- 6.13. **Procurement Process**
 - 6.13.1. A pretender market engagement event was held on 23rd September 2024 and attended by representatives from 25 organisations. This event was intended to communicate and share information with potential providers to help them understand the commissioning intentions and offer potential suppliers the opportunity to raise any questions and present their views.
 - 6.13.2. Tender exercise commenced publishing a Contract Notice on 14th October 2024 via Find a Tender Service and Contracts Finder. The Invitation to Tender (ITT) and supporting documents were published via the Council's e-sourcing portal, Haringey Procurement and Contract System (HPCS) to enable potential tenderers to access the tender and submit documents electronically.
 - 6.13.3. The services were tendered into 4 separate lots: Lot 1 Generic visiting support; Lot 2 Unaccompanied Asylum- Seeking Children; Lot 3 Young Women's Service and Lot 4 Housing First for Care leavers.
 - 6.13.4. Tenderers were permitted to submit tenders for one, or more Lots, however, the award of contracts was restricted to maximum of two (2) Lots to any single organisation.
 - 6.13.5. By the closing deadline of 9th December 2024, 15 tenders were received from 7 organisations, across 4 lots. All tenders were checked for completeness and compliance with minimum requirements before evaluations for quality and price.
 - 6.13.6. Evaluation was based upon an assessment of Quality (70%) and Cost (30%). Quality submissions were assessed by a panel of 3 officers from the Housing related Support team.
 - 6.13.7. Tenderers were required to score 70% of the total marks allocated to Quality to pass the quality assessment. Five organisations did not pass the method statement stage, and therefore their pricing was not evaluated, and they were eliminated from the procurement process.

6.13.8. Tenderers who met the minimum quality threshold, their financial (Price) submission was evaluated by lead procurement officer from Strategic Procurement.

6.13.9. A summary of the scores obtained by each tenderer is show in the tables below:

LOT 1 - Generic Visiting Support

Tenderer	Method statement score (MS)	Social Value Score (SV)	Quality score (MS+SV)	Pricing score	Total Score (%)
A	47	6	53	30	83
B	26	6	32	Eliminated – Quality threshold not met	
C	18	3	21		
D	24	6	30		
E	22	6	28		

LOT 2 – Unaccompanied Asylum- Seeking Children

Tenderer	Method Statement score (MS)	Social Value score (SV)	Quality score (MS + SV)	Price Score	Total Score (%)
A	49	6	55	30	85
B	29	6	35	Eliminated – Quality threshold not met	
C	18	3	21		

LOT 3- Young Women's Service

Tenderer	Method Statement score (MS)	Social Value score (SV)	Quality score (MS + SV)	Price Score	Total Score (%)
B	26	6	32	Eliminated – Quality threshold not met	
C	17	4	21		

LOT 4 – Housing First for Care Leavers

Tenderer	Method statement score (MS)	Social Value Score (SV)	Quality score (MS+SV)	Pricing score	Total Score (%)
C	17	4	21	Eliminated – Quality threshold not met	
D	24	6	30		
E	22	6	28		
F	24	6	30		
G	46	6	52	30	82

- 6.13.10. Details of the submitted tenders, including price are included under Appendix 1 (Part B- Exempt information) of this report.
- 6.13.11. The contract award will contribute to the Council's commitment to generate social, economic, and environmental benefits to its residents due to the social value commitments of the winning bidder. Further information about the tender evaluation (such as name and contract value) is contained in Appendix 1 - Part B (exempt information) of the report.
- 6.13.12. In each lot, only organisations submitted the suitable and Most Economically Advantageous Tender, and we therefore propose to award the contracts to them.

6.14. **Contract Management**

- 6.14.1. Contract monitoring meetings will be held on a quarterly basis. The service will be monitored and evaluated on a range of agreed performance targets. These targets will be agreed with the provider on award of the contract and will be reviewed annually and in response to changing national and local priorities.

7. **Contribution to the Corporate Delivery Plan 2024-26 High level Strategic outcomes**

- 7.1. The Haringey Deal, Corporate Delivery Plan sets out Haringey's organisational delivery plans up until April 2026. The 2024/26 Plan continues Haringey's commitment to decrease rough sleeping in the borough.
- 7.2. The 2024/26 plan has 8 Themes The provision of housing-related support services for vulnerable and homeless young people contributes directly to the corporate delivery plan Theme 5. 'Homes for the future'. In particular a commitment to:
- A reduction in temporary accommodation.
 - Decrease the number of homeless households and households presenting as homeless, including those who sleep rough.
 - Commission a new strategy to guide the delivery of new supported housing.
- 7.2.1. Although HRS services are not mandated to be delivered, the council understands the importance of these types of services which relieve pressure on mandatory statutory services and their budgets.
- 7.2.2. Haringey's Homelessness and Rough Sleeping Strategies (2018) describe the Council's aim to prevent, reduce and relieve homelessness at the earliest possible opportunity, and ensure that support is available to those people who are vulnerable to homelessness triggers due to issues such as their age, and lack of independent living skills. The provision of housing-related support

services for vulnerable and homeless young people contributes directly to the delivery of the Council's homelessness objectives.

- 7.2.3. The Young People at Risk Strategy (2019-2029) focuses on five key outcomes for young people at risk or experiencing violence and exploitation.
- 7.2.4. Housing-related support services for vulnerable and homeless young people contributes directly Outcome 5 Priority 2. Strong Families and Healthy Relationships – Youth Homelessness
- 7.2.5. The awarded contracts will contribute to Council's commitment to generate social economic and environmental benefits for Haringey residents. The successful organisations demonstrated strong commitments to delivering social value within their tenders including training and employment opportunities for young people, payment of London living wage and a range of fair work practice for their employees. Details of commitments for each organisation are included under Appendix 1 - Part B (exempt information)

8. Carbon and Climate Change

- 8.1. Haringey Climate Change Action Plan March 2021 outlines the council's route for net zero carbon in Haringey. All HRS services and provision contribute to the Community Actions Objective Com1 – To increase education and awareness raising across the borough to residents and businesses.
 - Raising awareness of the impacts of climate change, and steps to mitigate, can encourage residents and businesses to engage with the issue and to enable behavioural change.
- 8.2. Housing Related Support team commission a wide variety of services which support vulnerable Haringey residents who have experience homelessness or are at risk of homelessness.
- 8.3. As a team we are committed to embedding educational awareness into the fabric of commissioning from the tender process to contract monitoring. We seek to deliver carbon literacy awareness training to our providers and stakeholder relating to carbon footprint within their own organisations i.e.:
 - Ensuring providers have a carbon change policy
 - Including drafting a provider's self-assessment.
- 8.4. We also seek to consult with our stakeholders in relation to benchmarking best practice. This in-turn will be fed into our annual audit procedure where HRS Commissioning would be able to monitor and evaluate year on year whether organisations are actually reducing their carbon footprint.
- 8.5. HRS would also seek to co-produce our own carbon plan with service users by consulting with them on how climate change is affecting them i.e. Summer SWEP, Climate anxiety etc.

- 8.6. Finally, we seek to embed climate change into our service specification ensuring that providers we have, commit to addressing climate change on a wider strategic level with the Commissioning Team.

9. Statutory Officers comments (Director of Finance (procurement), Head of Legal and Governance, Equalities)

9.1. Finance

- 9.1.1. This report seeks the approval to award three contracts for a period of 4 years commencing from 1st September 2025 at a total cost of £865,714. There is an option to extend the contract for a further 3 years for an additional cost of £649,286; resulting in a total contract value of £1,515,000 for the 7-year period.
- 9.1.2. Additionally, a small savings will be achieved as demonstrated in Appendix 1 Part B. The savings amount to £20,790 over the course of the 4-year contract and to £36,383 if extended to 7 years.
- 9.1.3. Furthermore, there will be cost mitigations to the YAS service which would reduce overall pressure to the council. Based on the current units for Lots 2 and 4 and the average YAS placement costs, the council would incur £845,744 per annum if clients had no access to the provision proposed.
- 9.1.4. The General Fund Budget allocated to the Housing Related Services will be utilised to finance the contracts if approved. As these contracts are factored within the allocated budget, there is no financial implication to the council.

9.2. Strategic Procurement

- 9.2.1. Strategic Procurement lead on the procurement process and have been consulted in the preparation of this report.
- 9.2.2. The report concerns Health and Social Care services, which fall under the Light Touch Regime of the Public Contracts Regulations 2015 (PCR 2015). As such, these services must be publicly advertised and comply with the PCR procedures for tenders or contracts valued at or above £663,540.
- 9.2.3. To meet these requirements, a compliant 'Open' tender process has been conducted, with a contract notice published on Find the Tender Service and Contract Finder in accordance with PCR 2015 guidance.
- 9.2.4. The competitive procurement process adopted, and outcome is in line with Contract Standing Orders 12.3 (requirement to advertise tender opportunity), 13 (requirement to electronic communications, procurement documents, receipt and opening of Bids) and 16 (bid acceptance) as well as code of practise.
- 9.2.5. Contract monitoring will be undertaken by the Housing Related Support team throughout the duration of the contract. Key performance indicators and

outcomes are captured in the contract document to ensure contract performance targets are met, outcomes are realised, and service delivery risk mitigated as well as, foster partnership working and the sharing of expertise.

- 9.2.6. The recommendations in this report are based on the outcome of the procurement following a robust evaluation process therefore Strategic Procurement confirms there are no procurement related matters preventing Cabinet member approving the Recommendations stated in in paragraph 3 above

9.3. **Legal & Governance [Michael Papadakis]**

- 9.3.1. The **Assistant** Director for Legal and Governance (Monitoring Officer) has been consulted in the preparation of this report.
- 9.3.2. The report concerns Health and Social Care services, which fall under the Light Touch Regime of the Public Contracts Regulations 2015 (**PCR 2015**).
- 9.3.3. We note that in this instance a formal public procurement process (under the Light Touch Regime) was followed in accordance with PCR15 and CSO 12.03 because if the value of the Council's requirements and a Contract Notice was published on Find the Tender Service and Contract Finder. In that respect the Council acted in compliance with PCR15.
- 9.3.4. Pursuant to the Council's Contract Standing Order 2.01.c), the Cabinet may authorise the award of a contract the value of which is more than £500,000. I note that this contract has been included in the Council's Forward Plan, which has been approved by the Council's Leader. That approval then grants to the Cabinet Member the power to approve this report under CSO 0.08.
- 9.3.5. The Assistant Director for Legal and Governance (Monitoring Officer) sees no legal reasons preventing the Cabinet Member from approving the recommendation in the report under CSO 2.01c and 16.01.

9.4. **Equality**

- 9.4.1. The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act; Advance equality of opportunity between people who share those protected characteristics and people who do not;
 - Foster good relations between people who share those characteristics and people who do not.
- 9.4.2. The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

- 9.4.3. The proposed decision is to award contracts for the Provision of Housing Related Single Homeless Pathway Support Services to the successful tenderers for 4 years. The primary beneficiaries of the decision are individuals with experiencing homeless with multiple and complex needs. The decision represents a measure to meet the needs of this group where they differ from the needs of others and therefore advances equality of opportunity. Among whom those from Black and Asian Minority and LGBTQ+ communities are overrepresented and possess the protected characteristics of race and sexual orientation.
- 9.4.4. Those most likely to be affected by the decision are single homeless adults and those at risk of homelessness aged 18+ in the borough. This cohort of people is broadly made up of men aged between 25-50 years old, with over-representation of people from BAME backgrounds, people with long-term mental health conditions, substance use needs, and physical health concerns related to prolonged periods of rough sleeping, drug use and self-neglect. Women represent around 23% of the cohort but are often disproportionately affected by issues of previous trauma and violence, as well as substance use and lack of engagement with services.
- 9.4.5. This measure aims to eliminate discrimination and advances equality of opportunity for the named above groups as well as for the wider community. This will lead to better recovery, tenancy sustainment and better outcomes for the future including job opportunities and education. This will also support people from the LGBTQ+ community who are overrepresented as service users.
- 9.4.6. The organisations for these contracts will be carrying out a public function on behalf of a public body and will be obliged to have due regard for the need to achieve the three aims of the Public Sector Equality Duty as stated above. Appropriate contract management arrangements will be established to ensure that the delivery of the Single Homeless Pathway services does not result in any preventable or disproportionate inequality. The Council will take steps to collect demographic data on service users to identify any inequalities in service provision that may arise and to inform future equalities analysis.
- 9.4.7. An Equality Impact Assessment has been completed for the proposed, Award of contracts for the Provision of The Council's Housing Related Young Peoples Homeless Pathway Support Services and is included as Appendix 2 to this report.
- 9.4.8. Awarding these contracts will contribute to the Council's Homelessness & Rough Sleeping Strategy and Corporate Delivery Plan objectives by preventing youth homelessness and promoting social inclusion and independence.

10. Use of Appendices

- 13.1. Appendix 1 – Part B (Exempt information) of this report

13.2. Appendix 2 - Equality Impact Assessment

11. Background papers

11.1. Government (Access to Information) Act 198

11.1.1. This report contains exempt and non-exempt information. Exempt information is contained in the exempt report and is not for publication. The exempt information is identified in the amended schedule 12 A of the Local Government Act 1972 under the following category (3) information in relation to financial or the business affairs of any particular person (including the authority holding that information).

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By virtue of paragraph(s) 3, 5 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is exempt

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Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between people who share protected characteristics and people who do not.
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Recommissioning of HRS Young Persons Pathway.
Service Area:	Housing Related Support Commissioning.
Officer Completing Assessment:	Lorraine Watson.
Equalities Advisor:	Guy Latham.
Cabinet meeting date (if applicable):	TBC.
Director/Assistant Director	Sara Sutton/ Maddie Watkins

2. Executive summary

- 2.1.1. This proposal is related to the re-commissioning of the Housing Related Support (HRS) Young People (YP) Pathway of supported services, which sees existing contracts expiring 31 August 2025.
- 2.1.2. The purpose of recommissioning contracted provision is to ensure there is a continual process of analysing, planning, implementing, and monitoring of services taking place.
- 2.1.3. We are aware contributing factors to youth homelessness are very different to those of adults, possibly leading to young people forming part of the hidden homeless community. The HRS YP Pathway is specifically designed to accommodate Haringey young people between the ages of 18-25 years with the aim of addressing the inequalities faced by this age group which can lead to them experiencing homelessness.
- 2.1.4. The 2016 Support Housing Review – Needs and Gap Analysis, highlighted that HRS's young people's supported housing pathway was not fully meeting the needs of the current cohort and lacked the specialism to guide young people towards

genuinely successful futures. The review identified a gap in the diversity of provision and availability of choice for some client groups, specifically people with learning disabilities and mental health. This ultimately led to a redesign of the YP pathway. The redesigned pathway subsequently ensured members of protected groups be able to access more specialist provision. i.e. Women only service and a UASC service

2.1.5. The proposed recommissioning of the YP pathway will ensure services specifically targeting the following groups continue to be funded:

- Young women
- LGBTQI+
- BAME Unaccompanied Asylum-Seeking Children (UASC).

2.1.6. The following services are proposed to be recommissioned:

Service	Support Level	Service Description
Green Lanes Young Women's Service	Low - Medium	This service provides 8 units of supported accommodation for young women 18 - 25 yrs affected by homelessness. Offering 5-8 hrs of direct and indirect support pr wk. Designed to deliver a Psychologically Informed Environment (PIE) which contributes to the broader goals of the young people's supported housing pathway.
Visiting Support	Low - Medium	Delivers Visiting Support to care leavers and homeless young people aged 17-25 years old, with a maximum length of stay of 24 months. Medium – low support service with an average of 3 hours key work support per service user, per week focused on achieving the pathway outcomes.
Housing First for Care Leavers	Medium - High	Supporting Care Leavers 16 – 25 yrs old with complex and multiple needs to sustain their tenancies, prevent repeat homelessness, and improve their health and wellbeing. Care leavers are provided with independent accommodation through the Young Adults Service's (YAS) social housing quota. Receiving 8-10 hours of intensive, open ended, wraparound, personalised support between 9am – 9pm Mon – Sun. Support is free from conditions apart from the willingness to sustain a tenancy
Unaccompanied Asylum-Seeking Children (UASC) Visiting Support	Low - Medium	Delivering medium – low visiting support across dispersed properties to young people aged 16-25 years old, with a maximum length of stay of 18 months. Average of 3-5 hours support. Aim of the service is to provide YP with a safe and secure environment in which they are empowered to develop independent living skills, engage in or continue education training or employment and develop positive relationships and to enable them to integrate successfully into the local community. Working closely with Young Adults Service's (YAS) to ensure claims are submitted and clients are supported up till the point of receiving their status.

2.1.7. The following service, although is outside of the scope of this re-commissioning process will none the less be re-commissioned during 2025.

Service	Support Level	Service Description
Tri-Borough LGBTQ+ Supported Housing Haringey = 7 Units	Low - Medium	Tri borough supported accommodation service across Haringey, (7 units) Hackney (7 Units) & Islington (7 Units) for young single homeless people who identify as LGBTQ+ aged 18-25. The aim of the service is to deliver specialist support to LGBTQ+ people experiencing multiple disadvantage and who are homeless. Providing short term accommodation and a high-quality housing support service for homeless and vulnerable LGBTQ+ young people.

- 2.1.8. Our aim is to utilise the re-commissioning period as an opportunity to review all YP supported housing provision currently delivered through HRS and consider whether a further redesign of the pathways is required. Any redesign would be with the aim to better meet the needs of vulnerable young Haringey residents who may require specialist supported accommodation provision.

2.2. Results of Analysis

- 2.2.1. In the last year, nationally out of all age groups, YP homelessness has seen an increase of 33%. This is more than any other age group. At the same time young people from particular groups, continue to be placed at further disadvantage when trying to access housing.
- 2.2.2. In carrying out this analysis we can confidently infer that the recommissioning of specialist YP Pathway services will have a positive impact on the following groups with protected characteristics.
- Young Women
 - LGBTQ+
 - BAME
 - Disabled
- 2.2.3. It is our intention in conjunction with our Business Analyst to refresh this EQIA on an annual basis by reviewing data sources, ensuring these continue to be relevant and up to date.
- 2.2.4. As outlined in section 3 of this document please note the YP Pathway has embedded consultation into the implementation phase of service delivery, which will automatically feed directly into any future re-commissioning.

3. Consultation and engagement

- 3.1.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?**
- 3.1.2. Our aim during the recommissioning process is (through consultation and market engagement), to obtain clients stakeholders and potential providers feedback in order to assist in developing insight into what outcomes are important to people using our services, and what kinds of support provision could achieve these outcomes.
- 3.1.3. The YP pathway has been specifically designed to target some groups with protected characteristics. There are 5 visiting support services in total. Three of which are specialist services aligned to client groups with protected characteristics.

- BAME via Unaccompanied Asylum-Seeking Children provision
 - Women only
 - LGBTQ+.
- 3.1.4. Threading consultation into the period of contract delivery via surveys and one to one meeting ensures clients do not have to wait until recommissioning is taking place to have an opportunity to have their voices heard.
- 3.1.5. By nature of design, pathway consultation therefore automatically includes protected groups i.e. black and minority ethnic people, women and LGBTQ individuals, and clients living with mental health (disability). This allows service users to inform commissioners about their experience of their current support and impact of these services on their recovery journey. Most importantly clients are able to feedback about how services could be improved to be more effective.
- 3.1.6. The ingrained consultation enables commissioners to proactively respond to early alerts of poor contract performance, emerging trends, and changes in client needs. This can be further used to inform any potential redesign of services which would better meet the needs of young people accessing our services.
- 3.1.7. We plan to embed YP involvement/co-production into the recommissioning process by ensuring client feedback influences elements, of the recommissioning process such as whether changes need to be made when drafting the new service specification, including possible participation in tender evaluations, and or conducting interviews. We are currently working in partnership with Young Adults Service (YAS) Young Consultant (Care experienced YP) around carrying out joint contract monitoring visits with commissioning officers.
- 3.1.8. It should be noted that targeted consultation was carried out with LGBTQ stakeholders by requesting data from Stonewall, Albert Kennedy Trust, and Gallop, with the aim of identifying:
- How many LGBTQI+ clients 18 -25 years approached their organisations in 22-23 and 23-24 for housing needs / homelessness assistance.
- 3.1.9. This was with the aim of re-establishing level of need for LGBTQ specialist provision, due to existing service not being fully utilised. A data dive was carried out to ensure any changes made to the recommissioning of this provision was based on qualitative data.
- 3.2.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.**
- 3.2.1. General Feedback**
- 3.2.2. 25% of existing service users engaged with the consultation process via client surveys and face to face meetings. Generally, responses from clients regarding current service provision were positive. Clients stated they:
- Were satisfied with the support they were receiving.
 - Felt safe, secure and comfortable where they live.
 - Did not feel they were experiencing any barriers in accessing services that they needed.
 - Felt their keyworker and other staff understand their strengths and what was most important to them.
 - Felt they had control over the way their housing support and goals were delivered.
 - Felt being in supported housing had been good for their health and helped their recovery.
- 3.2.3. Dissatisfaction related to:
- Lack of appropriate communal space within some of the accommodation services.

- Lack of move-on options.
 - Concerns around short term management of LGBTQ service from manager, who was not from the LGBTQ community.
- 3.2.4. Overall feedback from key partners highlights that the continuation of a specific YP supported housing pathway was beneficial to supporting statutory services such as Young Adults Service (YAS.) However, there was not enough supported accommodation and if money permitted would welcome additional units to assist in accommodating more care leavers who require ongoing support.
- 3.2.5. **Feedback for Women Only service**
- 3.2.6. The service scored high on performance:
- Clients felt the keyworker understood their strengths and recovery and assisted them with the ability to learn new things and share their skills.
- 3.2.7. Perceived areas of lower performance included:
- Poor response from providers to accommodation repairs.
- 3.2.8. Consultation with providers has been taking place via meetings and with key stakeholders via task and finish group sessions.
- 3.2.9. **Feedback from LGBTQ+ services**
- 3.2.10. LGBTQ+ services users are experiencing barriers to accessing support services. Data indicates a need for supported housing provision for this cohort of YP. However, once referrals are sent to housing needs, a large number of the cohort often will withdraw their applications. Reasons for withdrawal are undetermined.
- 3.2.11. In order to address this barrier, measures such as top and tail referral tracking has been implemented to ensure number of referrals from this cohort are not lost i.e. clients withdraw their application, and members of this community are able to better access specialist supported housing services. This means that referrals from this cohort receive specific support from point of the referral being made to housing benefit. The potential provider staff members will remain in contact with the client, with the aim of ensuring the client does not feel overwhelmed to the point where they withdraw their application. Often clients may feel distress when having to engage with housing benefits officers. Lost referrals indicates an inequality of access to supported housing provision for this group. This new referral method will continue to be monitored.
- 4. Data and Impact Analysis**
- 4.1. Several data sources have been used throughout this EQIA, and for clarity these are detailed and referenced under 'Key Data Sources'. Other data sources used will be referenced in the relevant sections.
- 4.2. **Key Data Sources**
- 4.3.a. **Age**
- 4.3.2. **Data.**
- 4.3.3. **Borough-wide and Target Population Profiles**

Age group	Haringey	HRS	CHAIN
18 – 25	26,111 (12.4%)	103 (10 – 15%)	14 (3.1 – 8.6%)
26 – 35	50,507 (24.1%)	213 (23 – 29%)	73 (22 – 33%)
36 – 45	43,714 (20.7%)	209 (22 – 28%)	94 (30 – 41%)
46 – 55	37,363 (17.8%)	175 (18 – 24%)	59 (17 – 27%)

Over 55	52,125 (24.8%)	131 (13 – 18%)	28 (7.3 – 15%)
HRS = data related to the Haringey HRS provision			
CHAIN – national rough sleeping data			

4.3.4. Findings of the Data

- 4.3.4.1. The data shows that young people aged 18-25 in Haringey are less likely to be rough sleeping. This broadly reflects the situation in neighbouring boroughs. However, the landscape of youth homelessness is rather different than other age groups – with young people more likely to be affected by “hidden homelessness” including sofa-surfing and precarious housing situations.
- 4.3.4.2. Centrepoin figures from its Youth Homelessness Databank, shows that between April 2020 and March 2021, there were nearly 122,000 young people facing homelessness in the UK. This means that youth homelessness has continued to rise for every year (since 2014) that the Databank has been live.
- 4.3.4.3. In England, 104,400 young people presented as homeless or at risk of homelessness to their local authority in 2020/21, an increase of 2,300 (2 per cent) from the year prior (102,100).
- 4.3.4.4. The percentage of young people who present to their local authority and receive an initial assessment has fallen for the third year running, going from 79 per cent in 2018-19 to just 66 per cent in 2020-21. This means that of the young people facing homelessness across the UK who approach their local authority for help, fewer and fewer are getting the chance to have the local authority properly assess what support they may be entitled to.
- 4.3.4.5. Nearly six in 10 young people who present as homeless or at risk to their local authority do not get a positive outcome, either through having their homelessness successfully prevented or relieved from receiving a homelessness duty or being housed under the main housing duty.
- 4.3.4.6. The latest data from the Department for Levelling Up, Housing and Communities shows that the top three specified reasons for young people losing their last settled home and facing homeless are:
- Family no longer willing or able to accommodate (49%)
 - Domestic abuse (9%)
 - Friends no longer willing or able to accommodate (6%)

4.3.5. Potential Impacts

- 4.3.5.1. It is deemed that young people (aged 18-25) will be positively impacted by this proposal as this pathway specifically focuses on young Haringey residents. Once recommissioning takes place YP will continue to be able to access specialist provision such as LGBTQ tri-borough, Women only and a UASC services.

4.4.b. Disability

4.4.1. Data

4.4.2. Borough Profile

- Disabled under Equality Act – 13.7%¹
- Day to day activities limited a lot – 6.1%
- Day to day activities limited a little – 7.5%

¹ Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

- 7.5% of residents people diagnosed with depression²
- 1.7% of residents diagnosed with a severe mental illness³
- 0.4% of people in Haringey have a learning disability⁴
- Around 2,100 Haringey residents aged 14 and over are estimated services to have autism, including 680 residents aged 14-25.
- Among Year 8 and 10 students, 31% of pupils had high self-esteem scores.
- The rate of hospital admissions for self-harm in 10–24-year-olds was 211 per 100,000, a decrease on last year (252 per 100,000), but remaining above the London average (196 per 100,000)

4.4.3. Target population profile

- **Centrepont [The Mental Health Need of Homeless Young People national report](#)**
- Mental health problems were found to be more likely among young people with experience of sleeping rough. Rates of poor mental health issues are worryingly high. These rates are even higher⁴ for young people experiencing homelessness:
- Mental health issues and formal diagnoses occur within 10-20% of young people **not** experiencing homelessness.
- Mental health issues were reported in over half (54.1%) of homeless young people.
- Around a third of homeless young people (32.3%) had formal mental health diagnoses.

4.4.4. Healthwatch Haringey survey

4.4.5. Healthwatch Haringey is the independent health and care watchdog for Haringey. They carried out a health needs assessment for homeless people in Haringey. The research took place between August 2019 and March 2020.

- 60% of respondents from a survey experienced depression, 43% had anxiety and 48% used alcohol and drugs whilst in a hostel.
- Those rough sleeping 28% had depression, 7% experienced anxiety and 21% used drugs and alcohol.

4.4.6. HRS data and data from Haringey services

- HRS data 2021/22 found that 24% of new young people entering supported accommodation were recorded as having a disability. Of the 24% the following was recorded:
- 16% cited Mental Health as a primary support need,
- 21% cited Diagnosed Mental Health as a secondary support need
- 11% cited undiagnosed Mental Health as a secondary support need.
- Based on single homeless approaches to Housing Needs between April 2018 and December 2020,
- 21% of residents were assessed to have (previously) had issues with their mental health . Although high, this is consistent with some estimates for the percentage of people living with a common mental illness in Haringey.
- 2% of residents approaching had a learning disability – broadly consistent with the proportion of this group of residents in Haringey as a whole.

² NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](#)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](#)

⁴ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

- Death by suicide is 35 times more likely amongst the rough sleeping population. Also, death by unnatural causes is 4 times greater in the homeless population.
- People experiencing homelessness have significantly higher mental health diagnosis than the general population, 44% homeless compared to 23% general population.
- The data also demonstrates intersection between disability and other protected characteristics. In Haringey, 3% of people of Black or Black British ethnicity have a diagnosis of serious mental illness, higher than other ethnic groups. BAME groups are also more likely to be diagnosed with a psychotic disorder. (Haringey JSNA data – Adult Mental Health April 2019).
- In terms of physical disability, 18% (16% of people aged 16-64) had a physical illness or disability. This is higher than the estimated proportion for Haringey as a whole (Census data indicating that 14% of Haringey residents report they have a condition limiting their day-to-day activities, in line with the London average). “There is no robust data on the proportion of the Haringey rough sleeping population that have a physical disability.”

4.4.7. Data source

- 4.4.7.1. HRS data
- 4.4.7.2. Haringey at a glance
- 4.4.7.3. Centrepont The Mental Health Need of Homeless Young People- Report 2021

4.4.8. Findings of the Data

- 4.4.8.1. Mental health issues are the most commonly reported support need experienced by people accessing accommodation providers, reflecting earlier studies showing that mental health problems are particularly prevalent among people experiencing homelessness.
- 4.4.8.2. The data indicates issues of poor mental health, and substance use amongst young people who are at risk of homelessness and or accessing HRS services. This demonstrate a continued need for specialist YP provision which are proposed to be recommissioned.

4.4.9. Potential Impacts

- 4.4.9.1. Clients living with a disability i.e. Mental Health who are accessing HRS services will be positively impacted by the proposal to re-commissioning specialist YP services. These services are delivered with a strong focus on trauma informed practice within psychologically informed environments. The aim is to assist clients on their recovery pathway. Whilst also ensuring our vulnerable residents are able to sustain their supported housing tenancies in preparation to be able to live independently. The overall objective is to prevent Haringey YP from being caught in the revolving door of homelessness.

4.5.c. Gender Reassignment

4.5.1. Data

4.5.2. Borough Profile⁵

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%

⁵ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityenglandandwales/2021)

- Trans man - 0.1%
- There is no robust data at the borough level on our trans population. However, data taken from 2021 ONS indicates that 2686 Haringey residents aged 16 and over identify as Trans equating to 1.24%.
- The Scottish Evidence Review revealed that 88% of transgender respondents had suffered from depression, 80% from stress and 75% from anxiety at some time; and EHRC Transgender Research Review reported rates of self-harm and attempted suicide were high.

4.5.3. Target Population Profile

- 21 out of 1201 circa 1.75% were identified as Trans from MJ Haringey Homeless Hub
- Rethink Mental Illness' 2017 transgender Single Homeless study showed that 88% of transgender people had experienced depression and 84% had thought of ending their life. A report commissioned by Stonewall in 2017 found that around one in four trans people across the UK have experienced homelessness at some point in their lives.
- At a local level between 3.4 and 6.8% of residents (of all ages) using our homelessness services identify as a gender different to the one that they were assigned at birth.

4.5.4. Key data sources

- 4.5.4.1. The Scottish Evidence Review
- 4.5.4.2. EHRC Transgender Research Review
- 4.5.4.3. Borough Plan EQIA 2019-23
- 4.5.4.4. LGBT in Britain - Trans Report, Stonewall (2017)

4.5.5. Findings of the Data.

- 4.5.5.1. People who identify as trans are significantly more likely to be affected by homelessness. This group have been highlighted as having intersecting support needs relating to high levels of poor mental health.

4.5.6. Potential Impacts

- 4.5.6.1. The proposed re-commissioning of the YP Tri-Borough LGBTQ+ service will continue to provide dedicated safe, trauma and psychologically informed spaces and specialist support for transgender residents or for those who are in the process of transitioning.

4.6.d. Marriage and Civil Partnership

- 4.6.1. **Note:** Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

4.6.2. Data

4.6.3. Borough Profile ⁶

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%)

⁶ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)
- The 'Borough Plan EQIA 2019-23' states that a third of Haringey residents are married.

4.6.4. Target Population Profile

- The service does not collect this data.

4.6.5. Key Data Sources

- 4.6.5.1. Data collected from single homeless pathway, council-held data, the census and studies showing national and regional trends.

4.6.6. Findings of the Data.

- 4.6.6.1. YP support housing pathway will be available for all Haringey residents regardless of whether they are married or in a civil partnership. Therefore, no inequalities related to this protected characteristic can be identified.
- 4.6.6.2. Contracted services will not discriminate between married people and those in civil partnerships. However, it should be noted that all HRS services are set up to accommodate individuals who are single and homeless or at risk of homelessness.

4.6.7. Potential Impacts

- 4.6.7.1. No negative impacts are predicted.

4.7.e. Pregnancy and Maternity

4.7.1. Note⁷:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

4.7.2. Data

4.7.3. Borough Profile

- 4.7.3.1. Live Births in Haringey 2021: 3,376
- 4.7.3.2. It should be noted that Haringey Young Adults Service (YAS) specifically work with Care Leavers who are 18 - 25 years old. Until this point a young person would be identified as either a Child in Need or a Looked After Child.
- 4.7.3.3. 2021 Census showed that 2.26% of Haringey young people under 18 were recorded as being pregnant

4.7.4. Target population profile

- 4.7.4.1. According to research, 'Children looked after in England including adoptions – Reporting Year 2023' looked-after children (those under local authority care) are more likely to become sexually active earlier than other groups of children. Specifically:
- A quarter of young women leaving care are either pregnant or already mothers.
 - Almost half of female care-leavers become mothers between the ages of 18 and 24.
 - Furthermore, a study by the Centre for Social Justice found that:

⁷ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

- Almost a quarter (22%) of girls in care in England become teenage mothers, which is about three times the average for teenage parenthood.
- At least one in 10 care-leavers who become parents have their children taken into care.
- The St Mungo's Rebuilding Shattered Lives report found that over half their female clients are mothers, and 79% of these women have had their children taken into care.

4.7.5. Key data sources

- 4.7.5.1. Children looked after in England including adoptions – Reporting Year 2023
- 4.7.5.2. The St Mungo's Rebuilding Shattered Lives report
- 4.7.5.3. HRS Data Source Inform

4.7.6. Findings of the data.

- 4.7.6.1. Currently HRS do not hold reliable data which would indicate whether young women accessing our services who are pregnant or who have children are overrepresented.
- 4.7.6.2. The YP Supported housing pathway is specifically for single people; however, clients may become pregnant whilst in the service or may have nondependent children. Young women who become pregnant whilst living in supported housing will be supported to present to Housing Needs to find appropriate alternative accommodation.
- 4.7.6.3. Relationships with families, and in particular children, are often essential to the lives of young women who are at risk of homeless. The effect of children being taken into care or otherwise separated from mothers can be enormously traumatic for women.
- 4.7.6.4. In instance where a young woman becomes pregnant whilst in a supported housing accommodation, support staff will work with statutory services i.e. YAS ensuring wrap around support is received by the client to reduce the risk of a young care leavers having to experience the trauma of having their child being taken into care.

4.7.7. Potential Impacts

- The Young Peoples Pathway will be gender and trauma informed, recognising the impact of children being taken into care and where applicable will form part of clients' support plans.
- If a young woman falls pregnant within the services staff will work with social workers and PA to support the young person into an appropriate accommodation leading up the birth.

4.8.f. Race

- 4.8.1 In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.⁸

4.8.2 Data

4.8.3 Borough Profile ⁹

- 4.8.3.1. Arab: 1.0%

⁸ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

⁹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- Any other ethnic group: 8.7%

4.8.3.2. Asian: 8.7%

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

4.8.3.3. Black: 17.6%

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

4.8.3.4. Mixed: 7.0%

- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

4.8.3.5. White: 57.0% in total

- English/Welsh/Scottish/Northern Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

4.8.4. **Target population profile**

	Ethnic group	Haringey (all ages) ¹⁰	HRS
Asian	Bangladeshi	4,819 (1.8%)	7 (0.5 - 2.3%)
	Chinese	3,848 (1.5%)	* (< 1.4%)
	Indian	5,838 (2.2%)	* (< 1.4%)
	Pakistani	2,162 (0.8%)	4 (0.2 – 1.6%)
	Other Asian	6,413 (2.4%)	12 (1.1 – 3.3%)
Black	Black African	24,855 (9.4%)	125 (16 – 23%)
	Black Caribbean	16,339 (6.2%)	102 (13 – 19%)
	Other Black	5,272 (2.0%)	23 (2.4 – 5.4%)
Mixed / multiple	White and Asian	3,915 (1.5%)	* (< 1.4%)
	White and Black African	2,574 (1.0%)	* (< 1.4%)
	White and Black Caribbean	5,325 (2.0%)	18 (1.8 – 4.4%)
	Other Mixed or Multiple	6,742 (2.6%)	16 (1.6 – 4.0%)

¹⁰ 2021 Census, Office for National Statistics, accessed December 2022

	ethnic groups		
White	White British	84,298 (31.9%)	108 (14 – 20%)
	White Irish	5,701 (2.2%)	11 (1.0 – 3.0%)
	Gypsy or Irish Traveller	235 (0.1%)	* (< 1.4%)
	Roma	2,004 (0.8%)	* (< 1.4%)
	Other White	58,343 (22.1%)	183 (25 – 32%)
Other	Arab	2,525 (1.0%)	8 (0.6 – 2.5%)
	Any other ethnic group	23,030 (8.7%)	11 (1.0 – 3.0%)
Refused			2 (0.1 – 1.1%)
Unknown			228

4.8.4.1. Percentages may not add up to 100% due to rounding. Confidence intervals are based upon recorded data only – this is to mitigate for the large amount of missing ethnicity data for services commissioned (but not directly run) by Housing Related Support. A breakdown of ethnic group by age for Haringey was not available from the 2021 Census data at the time of writing – figures are therefore not age-adjusted.

- In Centrepoin’s report ‘Young, Black, and Homeless: Observations from Centrepoin’s Front Line’ it is noted that more than half of the young people they support come from a BAME background.
- The same Centrepoin observation notes that currently, 61% of young people in supported accommodation are from ethnically diverse backgrounds.
- A quarter (24%) of people making homelessness applications to local councils are from Black, Asian and minority ethnic groups, even though they make up just over a tenth (11%) of all households in England.
- Statutory homelessness assessments and activities in England between 1 April 2020 and 31 March 2021 found that during 2020-21 69.6% of homeless households had a White lead applicant, while 84.9% of individuals in England are White, suggesting White households are less likely to be homeless. This correspondence with Haringey’s supported housing data (2018) whereby 34% of clients accommodated in the single homeless pathway were White British, this matches with the ethnic profile of residents of Haringey which was 34.7%.
- In 22-23 40% of YP accessing HRS supported accommodation were from BAME residents.
- Based on single homeless approaches between April 2018 and December 2020 Black/Black British residents approaching as homeless were generally younger than those identifying as White. For instance, residents identifying as Black/Black British aged 25-35 were around 11 times as likely to present as single homeless compared to their White counterparts.
- In the last five years, there was a 22% increase in statutory homelessness. Among white households it rose 9%, whereas homelessness amongst BAME households rose 48%.

4.8.5. Key data sources

- 4.8.5.1. Haringey at a glance
- 4.8.5.2. Young, Black and Homeless: Observations from Centrepoin's Front Line: [Young, black and homeless: observations from Centrepoin's front line | Centrepoin](#)
- 4.8.5.3. Census data
- 4.8.5.4. HRS data

4.8.6. Findings of the Data.

- 4.8.6.1. This highlights that Young people from the BAME communities in particular Black/Black British and Asian and minority ethnic groups continue to be disproportionately impacted by homelessness.
- 4.8.6.2. YP Pathway recommissioned services will be required to have distinct policies around challenging stigma, harassment, abuse and discrimination that will be rigorously monitored as part of contract monitoring.

4.8.7. Potential Impact

- 4.8.7.1. Recommissioned YP pathway services will positively impact resident with protected characteristics in particular BAME YP. As services such as the UASC provision will continue to specialise in supporting this cohort up until the point they receive their leave to remain and are able to access general support provision or move into mainstream general accommodation.

4.9.g. Religion or belief

4.9.1. Data

4.9.2. Borough Profile ¹¹

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

4.9.3. Target Population Profile

Religion or belief	Haringey ¹²	HRS
Buddhist	2,455 (0.9%)	* (< 4.1%)
Christian	103,944 (39.6%)	117 (49 – 62%)
Hindu	3,529 (1.3%)	* (< 4.1%)
Jewish	9,397 (3.6%)	* (< 4.1%)
Muslim	33,295 (12.6%)	34 (11 – 22%)
No religion	83,535 (31.6%)	40 (14 – 25%)
Other religion	6,164 (2.3%)	10 (2.6 – 8.5%)

¹¹ Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

¹² Religion, 2021 Census, accessed December 2022

Sikh	892 (0.3%)	* (< 4.1%)
Religion not stated	21,027 (8.0%)	7 (1.6 – 6.7%)
Unknown		654

4.9.3.1. Percentages may not add up to 100% due to rounding. Confidence intervals are based upon recorded data only – this is to mitigate for the large amount of missing data for HRS services.

- HRS YP Pathway synopsis data from 2021 -2022 shows that out of 21 new admissions, 24% of clients accessing supported accommodation services identified as Muslim and 24% identified as Christian.
- The development of the YP Pathway will include data collection improvements which will give us better information about this characteristic for future commissioning.

4.9.4. Key data sources

4.9.4.1. Census data

4.9.4.2. HRS data

4.9.5. Findings of the Data

4.9.5.1. Residents who identify as Christian or follow an “other religion” appear to be more likely to be impacted by homelessness than other groups. Conversely residents identifying as following no religion are less likely to be affected by homelessness.

4.9.5.2. The reasons for this may be linked to other demographic and socioeconomic factors. Census 2021 data at Output Area level – the smallest geography available – show strong positive correlations between the proportion of residents identifying as Black (African, Caribbean, Other) and those identifying as Christian or following another religion. A weaker but still positive correlation can be seen for the Other White group and Christian belief.

4.9.5.3. Areas with a high proportion of residents identifying as Christian were located in the north and east of the borough, which are also some of the most deprived. Meanwhile areas with the highest proportion of residents identifying as following no religion were in the affluent west of the borough. It is important to remember, however, that correlation does not mean causation.

4.9.6. Potential impacts

4.9.6.1. The proposed recommissioning of the YP Pathway will have a neutral impact on people who share a protected characteristic related to religion. People of all religions and beliefs will be able to access YP Pathway services. However, we do not currently hold reliable data on the religion or beliefs of the homeless young person population. While it is currently an unknown impact, we recognise there is an intersection between religion and ethnicity that will require monitoring.

4.9.6.2. Commissioned services have robust policies around challenging stigma, harassment, abuse, and discrimination that will be rigorously monitored.

4.10.h. Sex

4.10.1. Data

4.10.2. Borough and target population profile

		18-25
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Haringey	Female	13,552 (51.9%)
	Male	12,559 (48.1%)
HRS	Female	48 (39 – 59%)
	Male	49 (40 – 60%)

- Haringey has a higher proportion of residents identifying as female compared to those identifying as male.
- In 22-23 HRS recorded 35 new YP admissions accessing supported accommodation service. Of which the following were recorded:
 - Female (43%)
 - Male (43%)
 - Non-Binary (4%)
 - Unknown (10%)
- Nationally, CHAIN reports in the year 2020/21 16% (1699) of people seen sleeping rough in London were women and 84% (9217) were men. The Haringey rough sleeping figures broadly mirror the London-wide picture.
- Homeless Link annual CHAIN report for Haringey found 28% of women were accessing accommodation projects compared to 64% of men.

4.10.3. Key data sources

- 4.10.3.1. Haringey at a glance
- 4.10.3.2. Against Violence and Abuse (AVA) evaluation report
- 4.10.3.3. St Mungo's Rebuilding Shattered Lives report
- 4.10.3.4. A combination of council-held data, CHAIN, and the census.

4.10.4. Detail the findings of the Data

- 4.10.4.1. HRS Data records 43% of new entrance to its supported housing services are Female and 43% as being Male with 4% identifying as Non-Binary. This pattern is not reflective of the demographics of the borough which shows a gender split of female 51.8% to males 48.2%.
- 4.10.4.2. The data suggest that residents identifying as male are much more likely to have experience of sleeping rough compared to females. Data from CHAIN for 2021/22 showed 87% of people seen rough sleeping in Haringey by outreach services over that period were male. It is important to stress that this only refers to people that were observed rough sleeping.
- 4.10.4.3. Against Violence and Abuse (AVA) in their evaluation of women's homelessness found LGBTQ+ women, Black and minoritised women, migrant women and women living with disability/ies face additional barriers to support and access to housing. They are also likely to face greater disadvantage in the labour market which might leave them more vulnerable to financial instability and homelessness.
- 4.10.4.4. Rough sleeping women tend to be younger and are significantly more likely than men to be under 25. 57% of statutorily homeless households in England are women with dependent children or lone women.

- 4.10.4.5. The St Mungo's Rebuilding Shattered Lives report found that over half their female clients are mothers, and 79% of these women have had their children taken into care.
- 4.10.4.6. Until recently, women's homelessness was rarely considered in its own right and remains under researched. Early studies (primarily social scientific) tended to ignore women. Meanwhile, men are more likely to be 'visibly homeless' i.e. make up more of the rough sleeping population and/or visible on the streets meaning more focus in policy and literature, and women are more likely to seek support through informal networks of family and friends, only using services as a last resort. Research shows that single women who experience homelessness are not prioritised for housing support and services; they are often referred to shelters but, for different reasons, are likely to seek out alternative living arrangements such as living with friends or relatives. Women are more likely to be protected from homelessness when they have their children with them because welfare, social services, health, and social housing systems are designed to protect children – but this is not always the case.
- 4.10.4.7. Women in otherwise marginalised positions in the UK are also considerably more likely to face homelessness of different forms. Black and minoritised women are considerably more likely to face homelessness, both statutory homelessness and rough sleeping.
- 4.10.4.8. 20 percent of LGBT women have experienced homelessness, and one in four non-binary people have faced homelessness.
- 4.10.4.9. There has been an increase in the proportion of females rough sleeping though this is likely due to migration of young males happening during COVID and the census, indicating an underrepresentation of women among people who are homeless. This is likely due to under-reporting and the nature of women's homelessness differing to that of men's, for example women seek out quieter more sheltered places in order to hide themselves from potential attackers and the general public and less likely be picked up by rough sleeping teams, counted in official statistics and supported into housing. [Ava report]
- 4.10.4.10. Consultation with Haringey Homeless Hub (Mulberry Junction) staff indicated during 2023 there were at least 5 Young Females 18-25 who presented themselves as hidden homeless who were identified as at risk of DA.
- 4.10.4.11. This also further highlights the need for specific provision that can appropriately respond to homelessness as experienced by young women. We know women are often less likely to access support services due to fear of violence or stigma and this has been considered in the recommissioning of the YP Pathway through the inclusion of Women's Only service to allow young women to access safely support and accommodation.
- 4.10.5. Potential Impacts**
 - 4.10.5.1. Recommissioning of the YP Pathway will positively impact young women experiencing or at risk of homelessness by continuing to make a safe space available in the women only provision.
 - 4.10.5.2. There is a commitment for the pathway to forge closer links with Mulberry Junction via is Women only space 'WHOOSH'. In an attempt to capture young women who are at risk or experience DA.
 - 4.10.5.3. In addition, we propose to identify areas of overlap in work being carried out under the VAWG commissioning Theme 'Children and Young peoples'.

4.11.i. Sexual Orientation

4.11.1. Data

4.11.2. Borough profile ¹³

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

4.11.3. Target Population Profile

4.11.4. Local Picture

- Haringey Housing Needs data from 2020-21 showed that 6% of residents accessing Single Homeless services in Haringey identified as lesbian, gay, or bi-sexual. Homeless Link Data found only 4% of LGBTQ homeless people were accessing accommodation. This seemingly low proportion of people who identify as lesbian, gay, bisexual and transgender plus (LGBT+) should be treated with caution as previous research suggests that LGBT+ people are over-represented in the UK homelessness population, and accurate recording of sexual identity may not be common practice within services.
- In the LGBTQI+ Healthwatch assessment carried out in 2019 and 2020 18% of participants mentioned mental health issues and chronic health problems.
- Alcohol and substance misuse also found to be 1.5 times higher amongst LGBTQ+ people compared with heterosexual people (EHRC Sexual Orientation Research Review).

4.11.4.1. Certain groups (e.g. residents identifying as Black) are over-represented in single households approaching the Council compared to the general population. In turn, individuals of certain ethnic backgrounds are more likely to identify as LGBTQ+ than others, as are younger age groups.

4.11.4.2. We need to account for these differences when considering LGBTQ+ homelessness.

4.11.4.3. In general residents of a White or Mixed ethnic background are the most likely to identify as LGBTQ+ (lesbian, gay, bisexual, or other), with Black residents the least likely. Younger age groups are also more likely to identify as LGBTQI +.

4.11.4.4. The existing LGBTQ provision is increasingly seeing residents from the Asian community being referred and supported by this service.

4.11.5. Detail the key data sources

- 4.11.5.1. HRS Data base
- 4.11.5.2. Census data
- 4.11.5.3. EHRC Sexual Orientation Research Review
- 4.11.5.4. LGBTQI+ Healthwatch survey
- 4.11.5.5. ONS data

4.11.6. Detail the findings of the data.

4.11.6.1. Although there is a low representation of LGBTQ residents accessing housing, we are aware that LGBTQ people make up a large proportion of the homeless community. In addition, those who identify as LGBTQ are likely to be young white or mixed ethnic minority residents.

4.11.7. Potential Impacts

¹³ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender/articles/sexualorientationandgenderinenglandandwales/2021)

- 4.11.7.1. Recommissioning of the YP pathway LGBTQ provision will have a positive impact on this cohort of YP with protected characteristics.

4.12.j. Socioeconomic Status

4.12.1. Data

4.12.2. Borough profile

4.12.3. Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁴
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁵
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁶
- An estimated 34% of employee jobs in the borough are paid less than the London Living Wage of £11.95 per hour – the highest in London (and indeed nationally once local adjustments are accounted for).

4.12.4. Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁷
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁸
- 5.0% were qualified to level one only¹⁹
- 5.5% of Haringey residents have no qualifications.

4.12.5. Area Deprivation

- Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.²⁰

4.12.6. Target Population Profile

4.12.7. Detail the key data sources.

- 4.12.7.1. A combination of council-held data, the census and studies showing national and regional trends.

- 4.12.7.2. Currently HRS do not hold reliable data for client Socioeconomic Status.

4.12.8. Potential Impacts

¹⁴ ONS – [ONS Claimant Count](#)

¹⁵ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

¹⁶ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

¹⁷ DfE – [GCSE attainment and progress 8 scores](#)

¹⁸ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

¹⁹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁰ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

²² Annual review of single homelessness support in England 2022 Annual Review of Support for Single Homeless People in England | Homeless Link – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

- 4.12.8.1. The proposal will have a positive impact on Young Women, BAME and LGBTQ+ clients accessing supported housing services as contract KPI's include targets for supporting YP into employment, education, and training. It is noted once clients are able to remove the barrier to accessing housing then they are better able to focus on attaining employment education and or training.

5. Key Impacts Summary

5.1.a. Outline the key findings of your data analysis.

- 5.1.1. The recommissioning of the YP pathway in particular specialist service such as BAME /UASC, Women only and LGBTQ services will positively address inequalities experienced by Haringey YP with additional protected characteristics Young Women, BAME and LGBTQ+ and those with Mental Health disabilities.
- 5.1.2. It highlights the need for continued specialist provision to be made available to young care leavers and single young homeless Haringey residents. The proposed re-tendered provision will enable the continuation of targeted intervention services to be made available to YP, ensuring they are supported quickly, efficiently and with a trauma informed approach. The proposal would not result in direct/indirect discrimination for any group that shares the protected characteristics.
- 5.1.3. During the process of review and re-tender, 2 young people's provision came to their natural end of contract. One of which was the Family Medication and reunification Service that lost its funding contribution from the Children and Young Peoples Service. The other being the YMCA Complex Needs Worker which was found to not receive appropriate levels of referrals to enable the service to be sustainable. These contracts ended February 2025.
- 5.1.4. During the recommissioning of the Young People Pathway the 'Womens Only service' did not receive any bids which met the required threshold for the quality assessment. As such these bids could not progress through the evaluation process. Therefore a separate procurement process may be carried out to recommission these services.
- 5.1.5. The LGBTQ contract within the pathway will as In accordance with contract standing (CSO) 10.02.1, be varied and extended therefore will continue to be delivered.
- 5.1.6. It should be noted that the inability to procure these types of specialist service could have significant equality and social justice implications, particularly for vulnerable and marginalised groups. Some of the EQIA risks of not being able to procure the following YP Services are as follows:
- 5.1.7. Young Women Only**
- 5.1.8. Young women, especially those fleeing domestic abuse, or at risk of sexual exploitation, often require gender-sensitive support that mixed-gender services may not adequately provide. Many young women feel safer and more able to engage in recovery in women-only spaces. Removing this option can re-traumatise individuals or deter them from seeking help.
- 5.1.9. Without access to dedicated supported housing, young women may:
- 5.1.10. End up in unsafe or unsuitable accommodation.
- 5.1.11. Be forced to return to abusive environments.
- 5.1.12. Experience street homelessness, which increases vulnerability to violence and exploitation.
- 5.1.13. Supported housing often provides more than shelter—it includes education, employment support, life skills training, and mental health support. Losing access

to these services can widen existing inequalities, making it harder for young women to achieve independence and stability.

- 5.1.14. Under the Equality Act 2010 (UK), public bodies have a duty to eliminate discrimination, advance equality of opportunity and foster good relations between different groups. Therefore, not re-commissioning such a service could be seen as failing to meet these duties, especially if no suitable alternatives are provided.
- 5.1.15. In the event the young women's service has to end and service users need to be decanted we will mitigate risk of client displacement into inappropriate services by:
- 5.1.16. Utilising the women's only provision via our internally delivered Women only services such as Burgoyne Road and Ella house. Using these services to move existing services users ensuring the support delivered is appropriate and can meet the needs of young women.
- 5.1.17. Ensuring appropriate risk associated with this client group are assessed i.e. risk of exploitation
- 5.1.18. Ensuring we seek to develop intergenerational schemes that are supportive and empowering to young women
- 5.1.19. Family Mediation and Reunification**
- 5.1.20. Young people estranged from their families are at higher risk of, Homelessness, Mental health issues, Poor educational outcomes and Involvement with the criminal justice system and without support services, these risks are exacerbated, deepening existing inequalities.
- 5.1.21. Young people in care or at risk of entering care are more likely to experience family breakdowns. As referrals to this provision came via the Edge of Care Panel, with some YP being care experienced, means without mediation and reunification services, these young people may remain in care longer, experience repeated placements or end up leaving their family homes thereby requiring full duty from CYPS.
- 5.1.22. Data indicates:
- 5.1.23. ethnic minority families and those with language barriers may face additional challenges in navigating family conflict without culturally competent mediation.
- 5.1.24. The absence of early intervention services can lead to higher long-term costs for social care, health, and justice systems thereby undermining efforts to promote equality of opportunity and social mobility.

5.2.b. Intersectionality

- 5.2.1. Common explanations for why people experience homelessness includes poverty, substance abuse, mental illness, and lack of affordable housing. These risks intersect, though, with protected characteristics, such sexual orientation, gender, race, disability, and age, to create unique systems of discrimination.
- 5.2.2. From the use of official statistics and people sharing their lived experiences we know people who experience homelessness and rough sleeping are likely to belong to more than one protected group and that it is therefore crucial to assess vulnerability through an intersectional lens to better account for the multiple positions of disadvantage faced by people who experience homelessness.
- 5.2.3. Against Violence and Abuse (AVA) in their evaluation of women's homelessness found LGBTQ+ women, Black and minoritised women, migrant women and women living with disability/ies face additional barriers to support and access to housing. They are also likely to face greater disadvantage in the labour market which might leave them more vulnerable to financial instability and homelessness.
- 5.2.4. Data demonstrates intersection between disability and other protected characteristics. As noted, before, in Haringey, 3% of people of Black or Black British ethnicity have a diagnosis of serious mental illness, higher than other ethnic groups. BAME groups are also more likely to be diagnosed with a psychotic disorder. (Haringey JSNA data – Adult Mental Health April 2019).

- 5.2.5. Furthermore, data indicates intersection between sexual orientation, and Mental health. The LGBTQI+ Healthwatch survey also found the majority (85%) had sleeping problems in the last twelve months, 26% had suicidal thoughts and 20% did self-harm. Also 54% reported feeling depressed and 46% suffered with anxiety. Also 15% had Personality Disorder and 15% had Post Traumatic Stress Disorder.
- 5.2.6. The YP pathway should have a positive impact on these client groups by enabling easier access, targeting support to those in need, providing specialist services and by addressing the inequality experienced through trauma informed intersectional lens.
- 5.2.7. The specialist provision we are seeking to re-commission goes to ensuring that the needs of individuals across the spectrum of protected groups will be catered for.
- 5.3.c. Data Gaps**
- 5.3.1. Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this
- 5.3.2. Where appropriate we have consulted with relevant groups including YP who are identified with a disability in respect of experiencing mental ill health. May YP in support service can be identified has having intersecting needs. With this in mind we feel we have managed to consult with as many relevant groups as possible this process.
- 5.3.3. The act of performing this Equality Impact Assessment has shown that there are various gaps in recording within services commissioned by Haringey's Housing Related Support team. This is likely, in part, due to incomplete data migration from externally held databases onto Haringey's preferred system.
- 6. Overall impact of the policy for the Public Sector Equality Duty**
- 6.1. Summarise the key implications of the decision for people with protected characteristics.
- 6.2. HRS are committed to better understanding the interactions of YP who are at risk of rough sleeping and using this evidence to inform our interventions. The proposal to re-commission YP Pathway services would not result in direct/indirect discrimination for any group that shares the protected characteristics.
- 6.3. **Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?**
- 6.4. The re-commissioning of the YP Pathway in particular it's specialist YP provision will enable equality of access for those groups who have been identified to have specific needs/vulnerabilities and share protected characteristics and those who do not. This will be implemented by continuing to ensure non specialist provision to supported accommodation is made available to both cohorts of vulnerable YP.
- 6.5. **Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?**
- 6.6. Services commissioned to deliver YP pathway services will also help to foster good relations between groups who share and do not share protected characteristics by having specific and tailored policies and procedures around discrimination, bullying and abuse as well as delivering supportive interventions and activities for service users around violence and abuse, hate crime, consent, and personal boundaries.
- 6.7. The proposal to re-commission the pathway will not result in identified direct or indirect discrimination for any group that shares the relevant protected characteristics.

7. Amendments and mitigations

7.1.a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

7.1.1. Further information on responding to identified impacts is contained within accompanying EQIA guidance.

7.1.2. Please delete Y/N as applicable

7.1.3. **No major change to the proposal:** the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

7.1.4. 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 Y/N

7.1.5. **[Not applicable].**

7.1.6. **Adjust the proposal:** the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below 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 Y/N

7.1.7. **[Not applicable].**

7.1.8. **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. Y/N

7.1.9. **[Not applicable].**

7.2.b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

7.2.1. Action:

7.2.2. **[Not applicable].**

7.2.3. Lead officer: **[Lorraine Watson].**

7.2.4. Timescale: **[TBA by Strategic Procurement].**

7.2.5. Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

7.2.6. Please provide a complete and honest justification on why it is not possible to mitigate the:

7.2.7. **[Not applicable].**

7.3. Ongoing monitoring

7.3.1. **Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.**

7.3.2. **Who will be responsible for the monitoring?**

7.3.3. YP Commissioning Officer

7.3.4. **What the type of data needed is and how often it will be analysed.**

7.3.5. Data sources mentioned above will be reviewed on an annual basis.

7.3.6. **When the policy will be reviewed and what evidence could trigger an early revision**

7.3.7. The YP Pathway and achievement of the KPI's will be reviewed on an annual basis via YP Synopsis. Early revision will only be considered on an individual contract basis.

7.3.8. **How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?**

7.3.9. On an ongoing basis we will ensure the voices, insights, and experiences of YP people with protected characteristics continue to feed into the contract monitoring systems in place. We will continue to work with the Young Adults service in an attempt to work with YP who will become involved in contract monitoring by speaking to YP who live in our accommodation services. Further imbedding co-production within the fabric, the commissioning function.

7.3.10. **Date of EQIA monitoring review:**

8. Authorisation

8.1. EQIA approved by (Assistant Director/ Director)[Sara Sutton/Maddie Watkins].
8.1.a. Date [].

9. Publication

9.1. Please ensure the completed EQIA is published in accordance with the Council's policy.
9.2. Please contact the Policy & Strategy Team for any feedback on the EQIA process.

By virtue of paragraph(s) 3, 5 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is exempt

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