



haringey strategic partnership

haringey's local strategic partnership board

NOTICE OF MEETING
PLEASE NOTE VENUE

SPECIAL HARINGEY STRATEGIC PARTNERSHIP BOARD

MONDAY 15 JANUARY 2007 AT 18.00hrs

RIVER PARK HOUSE, HIGH ROAD WOOD GREEN, LONDON N22

AGENDA

MEMBERSHIP:

Andrew Billany, Cllr Bob Harris, Cllr Brian Haley, Cllr. George Meehan (Chair), Cllr. Isidoros Diakides, Cllr. Lorna Reith, Cllr. Nilgun Canver, Commander Simon O'Brien, David Lammy MP, Dixie-Ann Joseph, Dr Ita O'Donovan, Enid Ledgister, Faiza Rizvi, George Martin, Joanne McCartney AM, John Egbo, Lauritz Hansen-Bay, Lynne Featherstone MP, Markos Chrysostomou, Michael Jones, Mohammed Elmi, Pastor Nims Obunge, Paul Head (Vice-Chair), Prof. Norman Revell, Richard Sumray, Sharon Shoemith, Stanley Hui, Symon Sentain, Tracey Baldwin, Walter Steel, Yolande Burgess, Youth Councillor Adam Jogee, Youth Councillor Shayan Mofitzadeh.

1. APOLOGIES AND INTRODUCTIONS

2. DECLARATIONS OF INTEREST:

Members must declare any personal and/or pecuniary interests with respect to agenda items and must not take part in any decision required with respect to these items.

3. LAA: (PAGES 1 - 26)

To obtain sign off of the final draft of the Haringey Local Area Agreement for submission to GOL on the 26 January 2007.

4. DATES OF NEXT MEETING:

22 March 2006, 6pm, Civic Centre

5. FUTURE AGENDA ITEMS:

Partners should submit proposed agenda items for the next main meeting of the HSP (22 March 2007) to Nicolas Mattis no later than noon on 28 February 2007.

6. LIST OF HSP MEMBERSHIP 2006/7

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Chief Executive

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5 JANUARY 2007

**Haringey Strategic Partnership
15 January 2007
Haringey Local Area Agreement**

1.0 Purpose

- 1.1 To obtain sign off of the final draft of the Haringey Local Area Agreement for submission to GOL on the 26 January 2007.

2.0 Summary

- 2.1 The first and second drafts of the LAA submitted in September and December were well received by GOL. They responded with a range of comments which will be used to inform the development of the final draft of the Haringey LAA.
- 2.2 This report provides a summary of the key aspects of the LAA and the most recent GOL comments on the second draft of the LAA and the equalities impact assessment. These can be found at appendices 1 and 2 respectively.
- 2.3 For the reward element (stretch targets) 14 targets are being negotiated. Further analysis is being undertaken to ensure that the final 12 targets are both deliverable and able to draw down the maximum amount of Performance Reward Grant (PRG).

3.0 Recommendations

- 3.1 That the HSP agrees the final draft of the LAA.
- 3.2 That the HSP notes that the final draft will be subject to minor revisions in response to GOL's feedback and delegate the approval of these to the Chair.
- 3.2.1 To delegate the finalisation of the 12 stretch targets to the Chair.
- 3.3 That the HSP notes the equalities impact assessment of the LAA (see appendix 2).

4 Background Information

- 4.1 The HSP has received and signed off the first two drafts of the LAA in September and November respectively.

5 Analysis

5.1 LAA Summary

Mandatory Outcomes Framework

- 5.1.1 More than 75% of indicators are baselined and accompanied with three year targets in the second draft. The MORI Survey results will be available soon and therefore baseline information can be included for perception indicators.

Reward Element

5.1.2 A critical aspect of the LAA is the reward element (stretch targets). Negotiations are continuing on these targets as is work to test the deliverability of the 14 targets proposed for stretch. This analysis is essential in ensuring that the final 12 targets are both deliverable and able to draw down the maximum amount of performance reward grant in three years time.

Enabling Measures

5.1.3 There has been no formal feedback on the three enabling measures being requested by Haringey.

Equalities Impact Assessment

5.1.4 The equalities impact assessment has found that there are no adverse impacts resulting from the implementation of the LAA (See appendix 2 for a fuller analysis).

5.2 Financial Implications

Pump Priming Grant for stretch targets

5.2.1 The Pump Priming Grant (PPG) is payable upon signing off the LAA and is designed to help kick start projects and interventions. It is worth £750,000 plus £1 per head of population. This will total approximately £970,000.

5.2.2 The pump priming grant will be distributed across the 12 stretch targets and the HSP agreed at the November meeting to limit pump priming to £80,000 per stretch target. Further resources should be available in other partnerships resources.

Performance Related Grant (PRG)

5.2.3 This is worth up to 2.5% of the local authorities' net budget requirement, which could equate to up to £9m. The payment of PRG is dependent upon the HSP achieving a minimum of a 60% profile against the agreed end targets. This will be payable at the end of the LAA in 2010/11. Principles will need to be agreed by partners on how investment decisions will be made about any future PRG (not applied until 2010-2011).

6 Next Steps

6.1 Conclude analysis and negotiation of stretch targets.

6.2 Develop LAA implementation plan particularly in relation to the stretch targets.

6.3 Develop, agree and implement financial and performance management systems.

6.4 Agree principles and processes for the investment of future PRG with partners.

7 Conclusions

- 7.1 The LAA will be a living document over the next three years which will require resources to ensure its delivery. The experience from Rounds 1 and 2 suggests that the real work follows the signing of the agreement, which will be subject to six monthly reviews. New guidance is also expected on LAA post 2008 in line with the Local Government White Paper.

Appendix 1

HARINGEY LAA 2ND DRAFT FEEDBACK – DECEMBER 30 2007

General

Overall, this is a good submission for a second draft and most baselines and targets are in place. There are a few outstanding areas to be considered (see below) as well as signing off our final set of stretch targets. However, there has clearly been some hard work put in and we are grateful to you.

Body Text

The body text reads well and paints a good overall picture of what you wish to achieve and the strategic context of your plans. There is clear linkage between strategic areas and some interesting joining up through education/employment/enterprise strands and education/health which shows some good partnership awareness.

The reference to LEGL (p.6/7) needs to be amended to reflect the lack of success in the latest bidding round and the fact that a further bidding round is not yet announced. We would however, encourage you to state your intention to work with ourselves and the LDA should a further round be announced.

You have addressed the issues around identifying Equalities, Voluntary Sector and Respect Agendas and given us a fairly good indication of where you are moving in each of these areas. We would also like to remind you to make sure you include your Impact Assessment in the third and hopefully final draft. Obviously the “optional indicators being considered” sections for each block will come out and be replaced as appropriate.

Outcomes Framework

As stated in the overview, you have made good progress in populating the framework and you are almost there with this. I list below some issues you will wish to review before you finalise your document:

- Modal share in travel to school - When will TBC baselines be confirmed?
- “Enjoy & Achieve” - Text to be inserted in the Outcome column
- 2005/06 outturns for Connexions and Healthy Schools Status indicators?
- Show the "without stretch" figures for Healthy Schools
- 2005/06 outturns for 11 yr olds achieving Statge 2?
- 2005/06 outturns for 6 yr olds achieving 5 or more GCSEs?
- Update all the funding grids with funding allocations to be pooled - some notified by email to Nilam on 6 December, but others not yet known. All funding streams to be pooled should be shown (see grid below).

- Include all funds agreed as aligned in the grids also
- No mention in the LAA of Sure Start – what is the position on this?
- Check that **all** mandatory outcomes and indicators wording correct against latest guidance. We can go through each one when we next meet, just to ensure all updated
- Mori data, issued Dec 06 - Feb 07 and associated TBA targets to be updated when available
- Ensure all Stretch Targets are reflected accurately in the OF as agreed and signed of
- Mandatory indicators for worklessness should state 2% - not 1.6% (see footnote on September note re NRF Mandatory Outcomes & Indicators)

Funding

Based on your second draft, we have checked the funding streams included against what we would expect to see and you will wish to check this. We are happy to discuss further when you've had a chance to look at this.

Mandatory pooled funding that must be present within LAA:

Name of funding	Identified within LAA [Y/N]	£m 2006/07	£m 2007/08	£m 2009/10
Children Services Grant	Only in pooling table	£1,438,804	1,910,362	
Key Stage 3 – Behaviour and attendance	Only pooling table	£68,300	Not known	
Key stage 3 – Central Coordination	Only in pooling table	£166,418	Not known	
NRF	Y	£6,800,000	7.863	
School travel advisers	Y	£25,000	0.025	
Primary strategy central coordination	Only in pooling table	£185,253	0.162	
Waste performance and efficiency grant	Y	£469,107	0.491	
SSCF Neighbourhood element	Y	£412,800	412,800	
CSGE			970,000	
Anti social behaviour grant	Only in pooling table	£25,000	Not known	
Building Safer communities	Only in pooling table	£447,000	Not known	
PAYP	Y	£451,534	Not known	
ASB action areas	N		Not known	
Neighbourhood Road Safety Initiative	N		Not Known	

Neighbourhood support fund	N		Not Known	
Tackling violent crime Programme	N		Not known	

Other funding received by Haringey that can be pooled

Name of funding	Identified within LAA [Y/N]	£m 2006/07	£m 2007/08	£m 2009/10
Teenage pregnancy	Y	£183,000	0.183	
Extended Schools (no related outcomes and indicators)	N		0.441	
Sure Start grant	N		7.716	

Stretch Targets

We are still working on the premise of 14 stretch targets but I understand that negotiations are reaching the critical stage in the vast majority of them and that we should be able to get a full portfolio of LSPA2 agreed to timescales.

We accept that the picture is constantly changing as negotiations proceed but based on the 14 in development as included in the second draft we would like to offer the following comments.

CYP Block Targets

1 Healthy Schools

This target needs a bit of tidying up to get it in shape for final sign off. The main part of the target specification should be basically just be the number of schools themselves. All of the text supporting this should be appended in a Notes section at the end of the target. For example, the performance without reward element should simply read 59 and with reward element 67 or if you have not counted the PRUs then this becomes 69; enhancement then becomes 8 (or 10). If you are wishing this to be a target that commands 100% of PRG (i.e. £763,121) then please insert 100% in the allocation section. The final paragraph in the notes section as presented in the second draft can be excised.

2 19 year olds with level 2 qualifications

This target looks close to sign off if we can agree the numbers for value for money purposes. The allocation should be changed to "100%". The rest of the key data on the target once you have specified the indicator can be trimmed to the pure numbers.

3 Reducing NEETS

This target looks fine but we will need to establish what the percentage changes mean in terms of numbers to address value for money considerations. Again the Allocation section should be "100%". The notes on current performance can be moved to the notes section at the end.

Safer Stronger Block

4 Reducing Personal Robbery

This target looks close to being finalized as long as the value for money considerations are met. As with other targets you can trim back the final version to pure numbers where appropriate and change the allocation to "100%".

5 Domestic Violence

This target needs a little more work – the performance without reward needs to be pinned down a baseline figure (or confidence interval set). We will look for your crime lead to negotiate further with Margaret Barker here at GOL to resolve this and get an idea of how much PRG it may be worth.

6 Cleaner Greener Safer

I understand that this target is almost there and awaiting DEFRA approval for sign off. The only amendment to offer at present is changing the allocation to 100%.

7 Green Flag Parks

Advice as with Target 6. Convert the amounts of PRG into percentages please.

8 Recycling

Advice as with Target 7. Convert the amount of PRG into 100%

9 Volunteering

A few finishing touches needed to this target and a need to verify how much PRG you want to claim under the target and whether you may wish to combine with another target to make into a full one twelfth or not. At present I am assuming that you wish to allocate 1/24th of PRG to this target. Once we can confirm this and you are happy with your own monitoring and verification arrangements we can pass up to DCLG for approval. Again you can strip out some of the wordings to leave the numbers standing free.

Healthy Communities/Older People

10 Smoking Cessation

This outcome looks fine – we just need confirmation on value for money (which looks ok to me). In the notes we should probably have a paragraph explaining the rationale for utilising the postcode and a confirmation that it does not include neighbouring Boroughs in its scope. We need to confirm the amount of PRG you want to claim – the amount quoted seems a little perplexing. I would imagine you would want to stretch to 100% PRG for this target?

11 Increase Adults Taking Exercise

This target looks close to sign off if everyone is happy with the measure and the value for money in the stretch – again we would strip out the percentages in reward/non reward bits to leave the numbers. Allocation of PRG is assumed to be 100%. Enhancement will be expressed in terms of numbers not percentages.

12 Improved Living Conditions for Older People

I think this target is the one which needs most clarification and we can discuss in more detail when people are back from the break. We need to see if this can stack up into a full 1/12 target or not. We also need to simplify the template before any sign off.

Economic Development Block

13 Reducing Unemployment

I understand that this is currently subject to discussion between Martin Tucker and Amanda McLeish and suggest Martin may want to come down with Margaret Gallagher early in the New Year to resolve glitches.

14 Reducing IB

As with Target 13 I understand that Martin and Amanda are working to resolve issues on the target. As with target 12 I am hoping to get block leads down to GOL for a meeting in early January 2007.

**Shaun Rogan
December 29 2007**

Appendix 2



haringey strategic partnership

DRAFT

Haringey's Local Area Agreement

Equality Impact Assessment

December 2006

Introduction

This Equalities Impact Assessment consists of six sections. These are:

1. Aims - This section identifies the aims and purpose of the Local Area Agreement.
2. Information and Evidence - This section sets out the relevant information considered in carrying out the assessment including why specific groups/communities or areas were targeted over others.
3. Assessment of likely impact - This section assesses whether the LAA will have significant consequences for any particular equalities groups.
4. Consideration of alternatives - This section considers ways to minimise any adverse impacts found in the assessment.
5. Monitoring and Reviewing Arrangements
6. Publishing the Impact Assessment

1. Aims of the Local Area Agreement

Our Local Area Agreement (LAA) is in the third round of LAA agreements and is based on our local Sustainable Community Strategy and straddles the old and new community strategy. Our LAA sets out the priorities in Haringey over a three year period agreed between central government and partners that make up the local strategic partnership including Haringey Council, Haringey Teaching Primary Care Trust, the Metropolitan Police Service and the community and voluntary sector. The LAA provides an opportunity to focus specifically on addressing the big issues identified by the local community for the benefit of all in Haringey. The aim of our LAA is to jointly deliver improved local services with a focus on local needs and priorities of Haringey.

LAA's involve:

- Automatic and negotiated freedoms and flexibilities
- A reduction of monitoring and reporting around pooled funding streams.
- Access to up to £1 million in pump priming and approximately £9 million in reward grants for performance on 12 stretch targets over three years if the targets are successfully delivered.

The LAA is made up of four blocks based around core areas that were set by government:

- children and young people
- safer and stronger communities
- healthier communities and older people
- economic development and enterprise.

The main themes that the partnership has agreed that cut across the four blocks of our LAA are:

- Increasing employment and creating prosperity
- Enabling young people (14-25) to make positive choices
- Building on success - a targeted approach to areas and communities to accelerate progress.
- Active listening and increasing community participation
- Improving health and well-being

The LAA has been developed through an evidence based planning process ie. priority indicators and targets are agreed based on a knowledge and understanding of the big issues for Haringey. However, a number of outcomes and indicators have been prescribed by national government that are known as mandatory outcomes/indicators.

The four blocks of the LAA and the mandatory targets and indicators may impact on particular equalities groups, however they have been set by government and are based on national priorities and agendas. The equalities impact assessment looks at those outcomes and targets which have been agreed locally to address specific issues affecting the borough.

The local targets chosen in terms of the different ages, gender, ethnic groups and areas is a means by which specific inequalities are addressed to ensure overall borough wide improvement for equalities groups and the population as a whole.

One way in which equalities impacts are controlled is by ensuring that any targeting is balanced by borough wide indicators so that any displacement is controlled for.

2. Relevant Information and Evidence

The following targets in the LAA were reviewed for their equalities impact as they are linked to specific strands and/or focus on specific demographic areas. These targets are either stretch targets or optional targets as the mandatory targets have already undergone a review by the equalities team and are not considered discriminatory.

AGE SPECIFIC TARGETS

Children and Young People Block

Percentage of 16-18 year olds not in education, employment or training (stretch target) Priority 20 in *Changing Lives*, the children and young people's plan.

16-18 year old NEETs were selected as:

- The number of Haringey young people falling into the NEET category is above the national rate even though it has reduced.
- Information collected at September 2006 shows the rate varies across ethnic groups. For example 22.8% of the NEET group were White British, 16.8% were any other White background, 16.5% were Caribbean, and 10.6% African. These were the four groups with the highest representation amongst those who are NEET.
- The distribution of NEET young people across Haringey is also uneven with 50% of the cohort living in just six of the most deprived wards in the east of the borough. Young people who are NEET tend to have higher unemployment rates, lower earnings, higher teenage pregnancy rates, higher incidence of ill-health, higher crime rates and higher incidence of drug abuse during their lives, so perpetuating a cycle of deprivation.

The stretch target aims to make faster reductions in the incidence of NEETS so helping bring more young people out of the potential cycle of deprivation.

Percentage of 19 year olds achieving full level 2 qualifications (stretch target) Priority 19 in *Changing Lives*, the children and young people's plan¹. The percentage of 19 year olds achieving level 2 in Haringey has increased from 53% to 57% (2004 to 2005) compared to the national increase from 66.8% to 69.8%. Therefore while the rate of improvement for Haringey is greater than that seen nationally, the Borough is still well below that national average for 19 year olds achieving level 2 qualifications.

This target, like the NEETS, is directed at the post 16 cohort of young people. The ambition is to help more of these young people achieve level two qualifications thereby improving their chances of finding a job, and increasing the range of jobs that will be available to them. These increased qualifications may also inspire young people to undertake further education or training. As such this target compliments the NEETS target as part of the range of work

¹ Information from NEET Strategy presented to CYPSP 20 November 2006

that is needed to improve the outcomes for young people post school leaving age.

Percentage of 11 year olds achieving level 4 in English and Maths at Key Stage 2 (optional target) Priority 14 in *Changing Lives*, the children and young people's plan².

Overall, Haringey's rate of progress since 2002 at Key Stage 2 English has been better than the national trend, progress in maths has been in line with the national trend. At level 4 and above English has improved by 8% in Haringey compared to national improvement of 4%. Mathematics in Haringey has improved by 3% compared to a 3% gain nationally.

However Key Stage 2 was selected as there remains a significant gap between the results in the east and west of the borough. The impact of deprivation on pupils can be seen in the different levels of attainment between pupils eligible for free school meals. In 2006 62% who are eligible obtained English level 4+, against 81% of those who are not eligible.

The Children and Young People's Service works closely with schools to ensure they have appropriate pupil tracking systems and procedures in place, that pupils' progress is monitored regularly and teacher's plans for learning are in place to meet the needs of all pupils.

While in English at Level 4 and above, the attainment of all the larger ethnic groups has improved in line with the Haringey trend since 2002, in Maths and Science this has generally not been the case.

In mathematics at Level 4+, African and African-Caribbean pupils' attainment has declined by 3% and 2% since 2002. Results for Kurdish pupils have improved by 6% and Turkish pupils have stayed the same.

In science, at Level 4+, the results of most of the larger ethnic groups have dropped since 2002. African, African-Caribbean, Kurdish and Turkish pupils' attainment has dropped by 2%, 3%, 6% and 1% respectively compared to a 6% rise for UK White pupils.

Percentage of 16 year olds especially looked after children achieving 5 or more GCSEs at grades A*-C and A-G Priority 14 in *Changing Lives*, the children and young people's plan.³

The percentage of young people achieving 5 or more A* to G grades at GCSE has improved steadily over the last 5 years, with the gap between Haringey and national results narrowing. In the main 5+ A* - C indicator Haringey has improved by 17%, compared to the estimated national increase of 7%. The 19% gap between Haringey and the national has now been reduced to 9%.

² Information from Knowing Our Children & Young People – Planning for Their Futures: A Needs Assessment

³ Information from Knowing Our Children & Young People – Planning for Their Futures: A Needs Assessment

Achievement in the west of the borough is just above the national average at 58% compared to the east at 42%. The difference in achievement between schools in the east compared with schools in the west has reduced from 30% in 2001 to 16% in 2005.

The continuing improvement at GCSE is reflected in the performance of the larger ethnic groups in Haringey. There is real evidence that the gap between ethnic minority groups and White UK pupils is closing.

This target has been selected to continue the improvements already made but also improve on the results for looked after children at GCSE which have shown little change at the 5+ A* - C indicator and declined slightly on the 5+ A* - G indicator.

Increase the uptake of Chlamydia screening amongst 15-24 year olds

Awaiting information- PCT

Reduce infant mortality by increasing the proportion of women who initiate breastfeeding, and reducing the number of women who smoke during pregnancy

Awaiting Information- PCT

Healthier Communities and Older People Block

Percentage of adults participating in at least 30 minutes of moderate intensity sport and active recreation.

The under 16 age group has not been included in this physical activity target as it falls under the ambit of the Healthier Schools target that is being addressed in the Children and Young People Block. Also exercise and physical education is promoted as part of the Haringey schools' curriculum, however those 16 and over do not have access to this.

Therefore there will be no negative impact for under 16s, but there will be a positive impact for those over 16 years of age. As a result, no particular age group has been singled out in relation to physical activity indicators in the LAA.

Improve access to a range of day opportunities for older people

There is evidence that older people are not able to access many community facilities because of issues such as accessible transport, the need for availability of care provision etc. In addition, clinical evidence indicates that there is a prevalence of depression in older people (5-10% in the community, double this in hospital & care homes). By intervening to provide appropriate preventive services, we can help reduce this incidence & thus achieve better outcomes for this group of people.

Improved living conditions for vulnerable people ensuring that housing is made decent, energy efficient and safe

Vulnerable groups are particularly susceptible to the impacts of poor housing. Housing is an important wider determinate of health and well being and

therefore contributes toward inequalities health. Poor housing also has strong link with educational attainment and social deprivation.

Evidence is available to corroborate the effectiveness of thermal efficiency and improvements in health. For example, health evidence demonstrates a relationship between sub-optimal indoor air temperature and vulnerability to cold related deaths, particularly amongst those over 65 years. The elderly are particularly vulnerable because they generally spend more time indoors and will not move about as much as other groups. This is compounded by rising fuel costs, meaning those in deprivation are hardest hit.

The scheme also provides a conduit to vulnerable residents to access essential mainstream council led services, such as Disabled Adaptation Service. This element of the scheme has potential for development.

DISABILITY SPECIFIC TARGETS

Healthier Communities and Older People Block

Increase the number of people with first episode psychosis in specialist early intervention treatment.

Research has demonstrated that early intervention for people and reducing the period of untreated psychosis leads to better outcomes for the individual.

There is an expected 100 people who experience early signs of psychosis every year in Haringey, many from BME communities who mistrust mainstream mental health services and need to receive a specialist service that provides a holistic and recovery promoting approach.

Economic Development Block

Number of people on IB more than 6 months helped into sustainable employment – borough wide

Incapacity benefit has the single highest claimant count for borough (12,860 IB/SDA claimants at July 2006). This stretch is in line with central government policy on reducing numbers on Incapacity Benefit. Initiatives such as Pathways to Work focus on new claimants so this stretch will with not conflict with current or forthcoming provision for Incapacity Claimants. This stretch will be borough wide. Evidence suggests that a large proportion of people on Incapacity Benefit are men or have a disability including mental health issues. 57.1% of people on Incapacity Benefit are men and 45.3% have mental health issues.

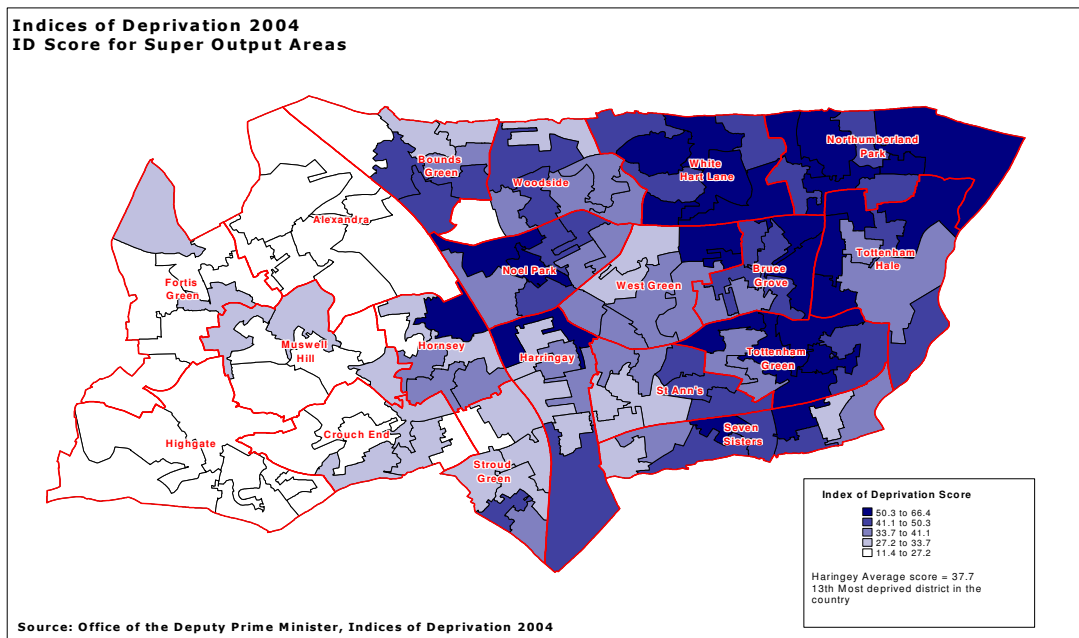
GEOGRAPHICAL TARGETTING- ETHNICITY, RELIGION, GENDER AND DISABILITY

Healthier Communities and Older People Block

Encouraging smoking cessation in N17 (stretch target)

N17 has been selected as a specific focus because:

- N17 has the areas of highest deprivation in the borough (as shown in the figure below), and indeed in the country. Smoking rates are higher in more deprived areas. This links to relatively high smoking rates and smoking related mortality and morbidity. The report 'Tobacco in London: The preventable burden'⁴ suggests that every year in Tottenham there are:
 - 130 deaths related to smoking
 - 600 hospital admissions
 - at a cost of nearly £1.4m (as at 2004)
- Nationally as at 2004 32% of manual workers smoked compared to 21% of those in non-manual occupations⁵. One of the national targets to tackle the underlying determinants of ill health and health inequalities is to reduce adult smoking rates (from 26% in 2002) to 21% or less by 2010, with a reduction in prevalence among routine and manual groups (from 31% in 2002) to 26% or less.
- Recent estimates from GP practices suggest that people registered with GP practices in N17 have a smoking prevalence of 28% whereas people registered with other Haringey practices have a prevalence of around 25%.



⁴ Callum C & White P, Tobacco in London: The preventable burden. Smokefree London & London Health Observatory, March 2004.

⁵ Chief Medical Officers Annual Report, Second Hand Smoke Kills, 2002.

Increase the average annual income of deprived groups by increasing the uptake of Council Tax and Housing Benefit amongst eligible individuals

Haringey is currently one of only eight English Local Authority areas (including five London boroughs) that have an employment rate below the European Union average of 63.3 per cent.

The employment rate for ethnic minorities in Haringey was 45.3% in 2004/05, up from 39.9% in 2003/04. However, this is 13.6 percentage points below the England average of 58.9%⁶.

Additionally, employed Haringey residents earn less on average than those in other London boroughs. The average household income in Haringey is £36,336.49 per ward, versus a £37,661 London-wide average⁷.

Given Haringey's high unemployment rate and relatively low level of household income, it is important that those who are eligible for benefits receive them.

One must be on a low income to be eligible for these benefits: individuals (or partners) who have more than £16,000 in savings are not entitled to Housing Benefit or Main Council Tax Benefit, unless they also receive Pension Credit Guarantee Credit. Evidence suggests that these relates to equalities groups such as people with disabilities, lone parent families (predominately women), BME and older people.

Unemployment is high among people with disabilities, lone parents, BME and older people.

Safer and Stronger Communities Block

Recycling participation within super output areas

Northumberland Park does not have the same level of recycling service as the rest of the Borough.

The recycling participation survey for Northumberland Park in Jan/Feb 06 shows that the participation rate is on average 60%. This is less than the overall participation rate for the borough of 64%.

⁶ All of the above data from the Economic Regeneration Performance Indicator for Quarter 3 of 2006

⁷ Numbers computed using CACI data sets

There does appear to be a correlation between the levels of recycling and the ethnic minority populations within a ward. Seven out of the 12 wards with high ethnic minority populations have the lowest recycling rates in the borough.

These wards are:

- Bruce Grove
- Haringay
- St Ann's
- Tottenham Green
- Tottenham Hale
- West Green
- White Hart Lane

Reduction of litter & detritus in super output areas

This target focuses specifically on three areas: Bruce Grove, Northumberland Park and Noel Park. These three areas generally have higher levels of litter and detritus than the Borough average. 37% of sites in Haringay do not meet the cleanliness measure of BVPI 199 whereas 49% of sites in Northumberland Park and 44% of sites in Noel Park do not meet the measure. By focussing specifically on these areas a number of equalities groups may experience an impact.

There are a higher proportion of young people (10-24 years) in these areas. For example, 11.6% of the population in Noel Park are 20-24 years old compared to the Borough average of 8.5%. All three areas have higher than Borough average numbers of Muslims. The borough average is 11.3% compared to Bruce Grove (15.1%), Noel Park (14.9%) and Northumberland Park (15.8%).

There are large Asian and Black or Black British communities in these areas. Caribbean populations in Bruce Grove and Northumberland Park are twice the borough average. The percentage of African people living in these two areas is also much higher than the Borough average (Northumberland Park, 17.3% and Bruce Grove, 13.9% compared to the Borough average. 9.2%)

Economic Development Block

Number of people from disadvantaged groups and areas helped into sustained work

The SSCF Neighbourhood Element Tackling Worklessness programme targeted the three wards of Bruce Grove, Noel Park and Northumberland Park in accordance with ODPM guidance that specified it be used in areas which, according to IMD data, suffer from "pockets of severe deprivation". The three wards all contain SOA's that are among the 3% most deprived in England. The decision to target these wards was approved by the Enterprise Theme Board and the Chief Executive's Management Board.

The stretch target expands sustained job outcomes, and the geographical targeting of the programme to the twelve wards with the worst labour market position relative to the rest of the borough, based on Jobcentre Plus GIS Claimant Count data. These wards contain the highest levels of claimants and will have the greatest impact in reducing the overall claimant count in the borough.

The SSCF Neighbourhood Element worklessness programme contains specific equalities targets. These are:

- 50% BME
- 50% Women
- 17% Disabled

These groups were targeted as they all have working age employment rates significantly below the borough average:

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Date	Apr 2005- Mar 2006		
Variable	Haringey		
	number	denominator	percent
Employment rate - working age	99,400	150,200	66.2
Employment rate females - working age	42,300	72,700	58.2
working age employment rate - non-white	29,900	57,000	52.4
Employment rate working age – disabled	9,600	22,300	43.0

SEXUALITY SPECIFIC TARGETS

There are no stretch or optional targets that impact on the sexuality, however there is one mandatory target that should have a positive impact on this group. This target is the Increasing the service use of Hearthstone domestic violence service by under-represented communities including same sex couples.

DOMESTIC VIOLENCE STRETCH TARGET

Awaiting comment

Safer and Stronger Communities Block

Sanctioned detection rate for domestic violence offences

This target was selected as:

- Recorded domestic violence offences have steadily increased over 2003-2005 (calendar years) with totals of 3,032 in the year 2003, 3,388 in 2004 and 3,706 in 2005. Of all violent crime types, particular emphasis is placed upon domestic violence due to the low-levels of this offence being both reported and recorded.
- The majority of victims are women. In the period January to June 2006 there were 528 (82.9%) female victims compared to 109 male victims.
- Domestic violence is a crime that has long term impacts on all family members especially on children's well-being, mental health and education and the victim's mental and physical health.
- Domestic violence also occurs in all communities but for some victims it is harder to report and seek help due to cultural or legal factors ie. Muslim women who are asylum seekers.

3. Assessment of Likely Impact

The LAA process generally enables existing services to be delivered more effectively and for partnership working to add value. The LAA on a whole does not introduce new initiatives that could have equality implications. The only possibility of indirect equalities impact was around the stretch targets and optional indicators.

Some targets impact all equalities groups. For example domestic violence impacts across all of the equalities groups, thus highlighting the importance of addressing this issue. This stretch target goes some of the way to doing this and the impact across all equalities groups is positive as it is improving the circumstances of those with the greatest need.

Other stretch targets were weighted towards particular groups such as BME groups or those with disabilities, however the government required borough wide indicators to be included for these targets so there is no negative impact or perverse incentive across the borough as a whole. For example the smoking cessation target focussing specifically on N17 includes a borough wide indicator to ensure that this does not reduce overall quitters rates across the Borough. Also the target to increase physical activity impacts positively on all equalities groups as it aims to increase levels of physical activity across Haringey, with a specific focus on the east of the borough, targeting those from priority groups (i.e. women, black and ethnic minorities, people with a limiting disability, people from lower socio-economic groups and older people) who are amongst the least active.

All targets however are addressing an identified need and in this way are having a positive equalities impact and assisting in reducing inequality for a range of areas and communities.

For example, the wards selected for the assisting people from disadvantaged groups and wards into sustained work target, those from the SSCF Worklessness Programme, suffer from severe deprivation and suffer the worst labour market position relative to the rest of the Borough. These wards also contain the highest levels of claimants. By targeting specific equalities groups such as women, BME and disabled people with significantly lower than average employment rates, the worklessness programme will not only addresses need but will also have the greatest impact in reducing the overall claimant count in the borough.

The three wards selected for the litter and detritus target, Northumberland Park, Noel Park and Bruce Grove generally have higher levels of litter and detritus than the rest of the borough and are therefore the focus of this stretch target. There will be a positive impact on a number of equalities groups as these super output areas have large populations of young people, particular ethnic minority groups and those on Incapacity Benefits/Severe Disablement Allowance.

By increasing the uptake of Council Tax and Housing Benefit amongst eligible individuals, this target will have a positive impact on those deprived groups including ethnic minority groups and older people for example that are entitled to benefits but are not yet receiving them. This target is clearly addressing groups in greatest need by directing assistance at those who are not receiving their entitlements.

Equality Impact Assessment Findings

It is the finding of this assessment that the stretch and optional targets do not have any adverse or negative impacts on particular equalities groups that result in unlawful direct or indirect discrimination, but they go some way towards reducing the barriers to equality in Haringey.

Owners of the stretch targets will need to decide if it is necessary to undertake an Equality Impact Assessment for each of the stretch targets to determine any further equalities implications.

Consultation

The LAA has been developed through a partnership group that includes representatives from a wide range of voluntary and statutory organisations including:

- The Peace Alliance
- Job Centre Plus
- The Bridge, New Deal for Communities
- HAVCO
- HarCEN

This has ensured that equalities issues have been considered throughout the development process.

Alongside the development of the LAA, Haringey's Local Strategic Partnership has been consulting and involving the community in the renewal of the

Sustainable Community Strategy. The LAA is viewed as providing an essential part of the delivery mechanism for the Sustainable Community Strategy.

The objectives and targets of the LAA seek to reflect the priorities emerging from this and other consultations on specific issues such as the consultation on the Children and Young People's Plan.

This consultation included:

- Public consultation throughout the summer at shopping centres, festivals, through the Haringey magazine, user forums, community groups, competitions, neighbourhood structures and through community and voluntary organisations;
- Area Assemblies, web site, theme boards; and
- the HSP Partners' conference.
- Interest groups
 - Haringey Phoenix Group (people who are visually impaired)
 - Haringey Lesbian, Gay, Bisexual and Transgender Network
 - Mobility Forum
 - Disabled People's Group
 - Older & Bolder Forum
 - Older People's Forum
 - Race Equality Joint Consultative Committee
 - Haringey Community & Police Consultative

Hard-to reach groups

- Somali Conference
- Home carers/support workers (The Grange and Woodside House)
- Supporting People Service Users Steering group
- You Count Forum (single homeless people)

Children and young people

- Competition for children and young people publicised via over 40 Community Summer Activities Schemes across the borough.
- Children & Young People Conference.

This consultation was undertaken over a period of four months and was as broad and inclusive as possible. The method used was very simple and quick requiring people to respond to set of questions designed to elicit information about the respondent's current perception of the borough and included an invitation to shape the future of the borough. The questions were presented on a postcard. These postcards were available in English and the seven most requested languages of service users, in large print and in the Talking Newspaper. The outcomes of this consultation are yet to be determined and only a very preliminary analysis of the feedback has been undertaken highlighting key themes.

In addition, each of the thematic partnerships undertook a range of consultation activities. For example, the Healthier Communities and Older People block held a consultation event over the summer at which members of the voluntary and community sector and the public could provide feedback on the targets they felt should be prioritised within this block.

4. Consideration of Alternatives

Improved data collection

- Equalities data collection will be greatly improved with the further development of GIS. This system is expected to be running by the end of 2007.
- Gaps in data will be addressed for example HAVCO mapping as part of the volunteering stretch target.

Development of the Performance Management Framework

Targeting will be improved through development of the HSP Performance Management Framework. This will occur through the LAA six monthly review. Through this process particular groups can be monitored/targeted to ensure they have access to services.

Future Consultation to inform LAA development

This involves a more detailed analysis of the further information on the opinions of those equalities groups consulted as a part of the Community Strategy consultation process. This information will be available in March 2007 and will feed into the LAA.

LAA Summary

A summary of Haringey's Local Area Agreement is available at: [inc link](#)

5. Monitoring and Reviewing Arrangements

The equalities review process will be in line with the Local Area Agreement review occurring every six months.

6. Publishing the Impact Assessment

This Equality Impact Assessment is published on the Haringey Council website.

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