

EQUALITY IMPACT ASSESSMENT

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

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them.

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

Stage 1 – Screening

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

Stage 2 – Full Equality Impact Assessment

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

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

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

1. Responsibility for the Equality Impact Assessment

Name of proposal	Confirmation of the site proposed for a Youth Zone and approval of capital and revenue funding towards the project
Service area	Regeneration, Planning and Development
Officer completing assessment	Daisy Daventry and Hugh Smith
Equalities/ HR Advisor	Daisy Daventry and Hugh Smith
Cabinet meeting date (if applicable)	March 2018
Director/Assistant Director	AD Planning & AD Early Help and Prevention

2. Summary of the proposal

Please outline in no more than 3 paragraphs

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

This proposal is to build a Youth Zone on an identified site within the footprint of Woodside High Academy, to provide high quality youth provision for all young people in the borough. Onside, a charity and Haringey Council will jointly fund the development. Haringey Council will contribute £3M capital towards the £6.5m capital costs and £250k revenue p/a for three years as its contribution towards the £1.2m annual operating costs. The Youth Zone will be run by an independent, newly established charity called Haringey Youth Zone.

The site on White Hart Lane is considered sufficiently accessible for young people in Haringey, benefiting from the proximity to the buses on Wolves Lane, Wood Green High Road and Lordship Lane and proximity to Wood Green underground station. Although the land is designated as Metropolitan Open Land, Woodside School are offering land within the school's footprint for MOL designation, so that there would be no overall loss of MOL on the site. The proposed site is currently not in use due to draining issues, and the Youth Zone would bring the site back into public use.

A Youth Zone provides a safe, encouraging and positive environment 7 days a week (outside school hours) in which children and young people can spend their leisure time, offering young people a wide range of at least 20 activities daily, catering to sporting, creative, artistic and social interests. Dependent on young people's needs, this could include:

- A 4-court indoor sports hall with climbing wall;
- A fully equipped fitness gym;
- Dance studio;
- Music suites with both instruments and recording equipment;
- At least one outdoor multi use games area kick-pitch;
- A specialist arts and crafts area;
- Break-out rooms to include activities such as employability workshops, general and gender specific health/youth issue topics/projects and youth participation;
- A large open plan recreation area;
- A café serving hot nutritious meals for no more than £1;
- A boxing gym.

Positive impacts for young people

- Improving engagement, building confidence, supporting development into more successful adults with new friends
- Reducing social exclusions
- Improving healthy lifestyles
- Improving educational and employment outcomes; learn new skills

Positive impacts for local community

- Proven community benefits from reduced Anti-Social Behaviour (75% reduction in one previous youth zone)
- Improved community cohesion
- Facilities accessible for local community groups to use free of charge

- Local businesses will have the opportunity to participate in the construction and development phase if planning consent is secured (subject to tender)
- Parents will benefit from planning sessions
- 50 paid jobs and 100 volunteer opportunities

OnSide has committed to fully engaging with local residents and stakeholder communities during the planning and development stages. OnSide has committed, in the 9 months leading up to Youth Zone opening, to the early recruitment of specialist local workers with in-depth understanding of the local area dynamics, relationships and challenges in surrounding communities. These staff will deliver a wide-ranging programme of outreach and community engagement activity, working with local young people, youth groups and schools and building further partnerships with a wide range of other local agencies and providers. The Youth Zone will also provide a targeted outreach programme to engage young people and further refine the local offer.

Haringey Council earmarked the capital outlay for £3M in early 2016 and took the decision via Cabinet to proceed with the Youth Zone on 14th March 2017, subject to finding a suitable site. This proposal for Leader's signing in March 2018 is to match a site with the new-build Youth Zone.

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

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

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

Protected group	Service users	Staff
Sex	2011 census JSNA ONS Haringey Child Health Profile 2017	N/A
Gender Reassignment	EHRC	N/A
Age	2011 census JSNA ONS Haringey Child Health Profile 2017	N/A
Disability	2011 census JSNA ONS Haringey Child Health Profile 2017	N/A
Race & Ethnicity	2011 census JSNA ONS Haringey Child Health Profile 2017 MOPAC & ONS March 2015 Crime Survey	N/A

Sexual Orientation	ONS 2016 House of Commons Library	N/A
Religion or Belief (or No Belief)	ONS IMD	N/A
Pregnancy & Maternity	Census 2011 ONS	N/A
Marriage and Civil Partnership	ONS IMD	N/A

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

Explain how you will overcome this within the proposal.

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

Age - Young People

The Borough has an increasingly young demographic: Children and Young People under the age of 20 make up 24.4% of the population of Haringey. Currently this sector of the population does not receive sufficient youth provision within the borough. Establishing the Youth Zone should serve this need.

Health: 37.8% of children in Year 6 in Haringey are overweight or obese, above the England average of 33.2%. Of particular concern is the variation between different areas of Haringey: children in the most deprived parts of the borough are two and a half times more likely to be overweight or obese compared to those in the most affluent parts. Establishing a Youth Zone with a large and varied offer for physical activities and healthy living will benefit children and young people by improving their health outcomes.

Socio-Economic Deprivation: The level of child poverty in Haringey is worse than the England average with 26.1% of children aged under 16 years living in poverty. Experience from Youth Zones elsewhere have acknowledged that for the most deprived families, even finding the 50p cover charge can be difficult; in these instances the Youth Zone has never turned away young people who genuinely cannot afford the 50p cover charge. The Haringey Youth Zone will therefore benefit Haringey children living in poverty, as well as children in better off families, by providing them with activities that would be too expensive to purchase in the open market.

Sex, Girls and Young Women:
49% of the 8-19 year old population of Haringey are female; 50.5% of Haringey residents are female.

Young People undergoing Gender Reassignment:
A surveillance study examining the incidence and clinical presentation of Gender Dysphoria in children and adolescents aged 4 to 15 years suggests an incidence of 1.6 per 100,000 in the UK. A significant limitation of this surveillance study is that it only captured data for those presenting between their 4th and 16th birthdays - meaning that it is not possible to comment on the incidence of gender dysphoria among 16 and 17 year olds, which referral trends to the service suggest have significantly increased the overall incidence rate. This figure only reflects those who presented to NHS paediatric or psychological services and not those who have chosen not to, or who have been unable to access this care. The figure does not reflect the total number who may have accessed their GP regarding their gender dysphoria, or include those who have elected to seek private support.

Disabilities

Census 2011 data indicates that 14% of the population of Haringey have their day-to-day activities limited a little or a lot due to a disability or long-term health condition

Young People with Disabilities:

Census 2011 data indicates that 4% of the under-24 population in Haringey have their day-to-day activities limited a little or a lot due to a disability or long-term health condition.

Black and Minority Ethnic Communities:

Census 2011 data indicates that 65% of the population of Haringey are from BME communities

Young People who identify as Black and Minority Ethnic:

Census 2011 data indicates that BME communities form 80.3% of Haringey's school children.

LGBT Parents

A House of Commons Library briefing paper on Common Law Marriage estimates that in the UK in 2013 there were around 20,000 dependent children living in same-sex couple families. As of 14 December 2017, there had been 2,807 reported adoptions by LGBT people in Great Britain.

Lesbian, Gay and bisexual young people:

Office for National Statistics data indicates that at a national level young people are more likely to identify as LGB than the population as a whole. Within the 16 to 24 year old category 3.3% identify as LGB, compared to 1.7% of the general population. The data also indicates that London has a higher proportion of residents identifying as LGB than the national population.

Religion and Belief

The Census 2011 show 45% of Haringey residents were Christian, slightly less than 48.4% in London overall. Second most common religion stated was Muslim (14.2%) followed by Jewish (3%) and Hindu (1.8%).

Young People from Minority Religions and Beliefs:

Census 2011 data indicates that 42% of 8-19 year-olds in Haringey are Christian, 23% are Muslim, 4% are Jewish, 1% are Buddhist, 1% are Hindu, fewer than 1% are Sikh, and 19% have no religion.

Young women who are pregnant or have recently given birth:

ONS data on under 18 conception rates in the year to September show an under-18 conception rate in Haringey 2016 of 20.3 per 1000 compared to the rate for London (17.9 per 1000) and for England and Wales (19.3 per 1000).

Lone Parents

In 2011 there were 10,647 lone parent households with dependent children. 92.7% of these were led by women. 7.7% of women in Haringey were lone parents in 2011.

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

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

Further information on consultation is contained within accompanying EqlA guidance

OnSide commenced with engagement regarding the Youth Zone in 2017, including a visit to the Youth Council in Summer 2017. However, due to difficulties with finding a suitable site, it has been uncertain whether Haringey Council would be able to facilitating the building of the Youth Zone in the borough.

In order to avoid unduly raising expectations, the Council has not yet consulted formally with residents, including young people, on the option of co-funding a Youth Zone as part of a change in youth services offered in the borough. There is, however, ongoing engagement with young people in Haringey regarding provision for youth in the borough. This includes engagement for the Young People's Strategy 2015 – 18 and the Youth Council Survey 2017. In February 2018, the Children's Services and Public Health Team held a joint Hackathon on Obesity (#FixUpLookSharp) to find out more about young people's needs in the borough.

These continuous engagement activities give Haringey Council awareness of the needs and wishes of young people in Haringey, and how we should shape our offer for youth to meet these and maximise inward investment to enhance the current offer to help address these needs.

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

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

The findings from engagement with young people during the development of the Haringey Young People's Strategy 2015 – 2018 are:

- Young People enjoy a wide range of activities but would like these to be more affordable, more accessible, better publicised, and to have greater access to arts-based activities
- The activities provided in a Youth Centre setting are valued, but young people would like to be able to access these services at weekends
- Young People felt post 16 education and training in Haringey was not as good as in other areas
- Careers advice and guidance needs to improve so young people can make effective choices about their future
- There was an over whelming, and worrying, sense that young people feel unsafe on the street from both physical and sexual harm.

The Youth Council Survey 2017 found that the key concerns for young people in Haringey are mental health, employment and careers support, crime, and the need for access to a range of activities.

In the Hackathon on Obesity in February 2018, young people were asked what project they would provide if given funding. Among their suggestions were: free and cheap gyms aimed at young people; youth boxing gym; martial arts; trampolining; community events; training on

fitness and nutrition; health food offer; cooking classes; youth club; cultural celebrations; arts-based activities, and career days.

Youth Zones elsewhere in the country have provided activities that respond to these concerns, and the Youth Zone in Haringey will be co-produced with young people and residents locally to shape the offer to ensure it meets their needs. In-depth, structured engagement with young people and the local voluntary and community sector will commence following the decision to allocate the Youth Zone this site. An action plan for this is incorporated into section 6b of this EqlA.

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

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

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

1. Sex *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The Youth Zone offer responds to local need: for example, in Blackburn Youth Zone they have established a Girls Group available exclusively for girls and their relatives or guardians. Through engagement in the Youth Zone, girls and young women in Haringey should benefit from better health outcomes and an increased range of affordable activities in which they can participate. If they are underrepresented among the membership, Haringey Youth Zone will rectify this through outreach activity.

The proposal will also have a positive impact on lone parent households by providing affordable and accessible activities to children and young people. 92.7% of lone parent households are led by women and so the proposal will have a positive equalities impact on single mothers in Haringey.

Positive	x	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

We do not have local data regarding this children and young people with gender dysphoria. We do not think there will be specific impacts for this protected group: Haringey Youth Zone will ensure that this group will not be subjected to discrimination, harassment and victimisation due to their protected characteristic. If any inequity in treatment is identified, Haringey Youth Zone will take steps to rectify this and meet their needs.

Positive		Negative		Neutral impact	x	Unknown Impact	
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2. Age *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The Youth Zone proposal should impact positively on all young people in the borough.

Research undertaken on three established Youth Zones reported a positive impact on young people and the wider community since the establishment of a Youth Zone including:

- 76% of Users (Young People) said they were getting on better with family since attending the Youth Zone;
- 72% stated that they were staying out of trouble as a result of attending the Youth Zone;
- 60% of respondents believed that the Youth Zone has helped them understand the dangers of smoking, alcohol and drugs;
- 51% said that they were less likely to miss school or college since attending the Youth Zone;
- 89% reported feeling more self-confident as a result of attending the Youth Zone.

Engagement with young people through the Haringey Youth Council indicates demand for a greater range of affordable, accessible, and better publicised activities, and particular demand for arts-based activities. The Youth Zone should enable the Council to meet this demand.

There is a potential risk that young people who live further away from the Haringey Youth Zone might face greater challenge in accessing its services. While the chosen site is in a ward with high deprivation among young people and with high proportions of households identifying as BAME, the Youth Zone is for the benefit of all young people in the borough.

The youth Zone will have membership targets for every ward in the borough – not just a single global total for the whole borough. In the past, to ensure these targets are met, other Youth Zones have directed their outreach activities to under-represented areas, and put on shuttle bus services where young people have been put off visiting the Youth Zone due to barriers to them travelling there. Even where the public transport is very good, previous experience from other Youth Zones suggests there are often psychological barriers that discourage young people from travelling to an unfamiliar area and entering a new building for the first time.

Positive	x	Negative		Neutral impact		Unknown Impact	
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4. Disability *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Youth Zones undertake to provide for young people with a range of additional needs (up to the age of 25) through inclusive ability sessions alongside the mainstream offer. Sessions are adapted for young people with additional needs and are open for a wide range of young people to access; including those with mild learning difficulties, through to those with more complex needs such as visual impairment and physical disabilities. The offer includes the opportunity to access a range of activities, including boxing, trampolining, karaoke, arts and crafts, cooking and gaming. The Youth Zone will have an approach to including and integrating children and young people who have a disability that is 'person centred' and is unique to every person. Due to this approach, members with disabilities form 10% of the membership across the network of Youth Zones.

The Youth Zone offer responds to local need: for example, in Blackburn Youth Zone they have established a Diversity Club aimed at young people with disabilities aged 8 – 25. This Diversity Club is delivered by a dedicated and experienced team and includes a wide range of activities such as sports, an indoor climbing wall, dance, yoga and relaxation, arts and crafts, baking/cooking, music tuition and karaoke. Through engagement in the Youth Zone, children and young people with disabilities in Haringey should benefit from better health outcomes and an increased range of affordable activities in which they can participate. Haringey Youth Zone (and OnSide before the Youth Zone is opened) will carry out engagement and outreach to ensure that the needs of this protected group are met and that the disabled membership of the Youth Zone reflects the proportion of disabled children and young people in Haringey.

There is a risk that disabled young people will find it more difficult to travel to the Youth Zone, forming a barrier to this group accessing its services. The Youth Zones will monitor the membership to ensure that disabled young people have equal access to services. Where a problem is identified, they will take action to rectify the problem, such as putting on shuttle buses for disabled young people, and working with disabled young people, community groups serving this protected group, their parents and guardians to ensure that they receive any assistance with travel needed.

Positive	x	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

80.3% of Haringey’s schoolchildren are from ethnic minority backgrounds. The Haringey Youth Zone will target participation from all young people of all backgrounds and will promote a culture where young people embrace difference in an atmosphere of tolerance and respect. Youth Zones accept difference in a positive way and communicate that through our values, training and expectations in the behaviour of members that attend every session at the Youth Zone. The Youth Zone will target a membership that reflects Haringey’s diversity where 65% of the population are not White British.

In other locations Youth Zones have been selected to deliver specific programmes aimed at reducing gang activity and knife crime including the Stay Safe project which targeted young people involved in, or at risk of being involved in, gangs.

Black/African/Caribbean/Black British people are more likely to be victims of violent crime than all people. 76% of young people in custody in London come from BAME backgrounds, compared to 44% across England and Wales. People from BAME backgrounds should therefore benefit from diversionary activities that will promote their wellbeing and help prevent them becoming Youth at Risk.

The Youth Zone offer is shaped around local need and therefore the needs of children and young people with this protected characteristic will be reflected in the offer. Through engagement in the Youth Zone, children and young people from an ethnic minority background in Haringey should benefit from better health outcomes and an increased range of affordable activities in which they can participate. Haringey Youth Zone (and OnSide before the Youth Zone is opened) will carry out engagement and outreach to ensure that the needs of this protected group are met and that the numbers of the membership of the Youth Zone reflects the proportion of children and young people in Haringey from an ethnic minority background.

Positive	x	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

We do not have local data regarding this protected characteristic. Youth Zones currently deliver projects that seek to improve young people’s mental health and prevent self-harm and substance abuse. Young LGB people are known to experience mental health issues, self-harm, and abuse drugs and alcohol at higher rates than their heterosexual peers. A Youth Zone may therefore have a positive impact for young LGB people in Haringey. The programme of activities and services available at a Youth Zone in Haringey would be co-produced with local children and young people and would be responsive to local need and demand.

Positive	x	Negative		Neutral impact		Unknown Impact	
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7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Minority religions and beliefs are over-represented among young people in Haringey as compared to the population of the borough as a whole. As such, those from minority religions and beliefs would be over-represented among those benefiting from a wider range of affordable and accessible youth activities. Activities currently delivered in Youth Zones are inclusive of all religions and faith groups. For example, sports teams based within Youth Zones include players from multiple religious communities.

The programme of activities and services available at a Youth Zone in Haringey would be co-produced with local children and young people and would be responsive to local need and demand. OnSide have committed to conducting outreach to all communities in the borough, including Muslim and Orthodox Jewish communities, in order to ensure equal opportunity access to the Youth Zone.

Positive	x	Negative		Neutral impact		Unknown Impact	
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8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The proposal will have a positive impact on adolescent parents through the provision of health and wellbeing support services, including sexual health advice and guidance, subject to the outcomes of engagement and co-production with young people and an assessment of local need and demand.

There is a risk that pregnant young women may not engage with the Youth Zone if the activities and services are not sufficiently accessible. Haringey Youth Zone will work with stakeholders to co-produce an offer that will take into account the needs of pregnant young women as well as young

women with newborn babies and children.

The proposal will have a positive impact on lone parent households by providing affordable and accessible activities to children and young people. Youth Zones engage with their local parent and carer groups in order to ensure that their feedback helps shape the Youth Zone's offer.

Positive	x	Negative		Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

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

Positive		Negative		Neutral impact	x	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

BME Young People

BME communities are over-represented among young people in Haringey. The proposal will benefit BME young people by providing culturally appropriate, affordable, and accessible activities and delivering associated positive health and wellbeing and educational outcomes.

Young People from Minority Religions and Beliefs

Minority Religions and Beliefs are over-represented among young people in Haringey. The proposal will positively impact these young people by providing culturally appropriate, affordable and accessible activities and delivering associated positive health and wellbeing and educational outcomes.

Disabled Young People

The proposal will positively impact young people with disabilities by providing affordable and accessible activities and delivering associated positive health and wellbeing and educational outcomes.

An action plan to ensure that these protected groups are engaged and benefit is enclosed in section 6b of this EqIA.

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

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

This includes:

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

disproportionately low

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

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

The proposal will help to advance equality of opportunity between groups who share a protected characteristic and those who do not, by enabling young people's needs for safe places to go, a range of affordable and accessible activities, and health and wellbeing support to be met. BME communities and minority religions and faith groups are over-represented among this age group and so will be over-represented among those whose needs will be met.

The proposal will enable a greater number of young people to participate in sport and physical activity. 37.8% of children in Year 6 in Haringey are overweight or obese, above the England average of 33.2%, and a higher proportion of these children are resident in more deprived areas of the borough. The proposal will therefore advance equality of opportunity by redressing disproportionately low levels of physical activity and disproportionately high levels of obesity.

The proposal will help foster good relations between communities by establishing a facility that is open and accessible to all young people, including those with disabilities.

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

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

Outcome	Y/N
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. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

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

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
<p>There is a risk that insufficient engagement and consultation with young people from across Haringey could mean the offer have a potential negative impact on those with protected characteristics</p> <p>Age; Disability; Race; Religion or belief; Sex; Sexual orientation; Pregnancy and maternity</p>	<p>Large-scale, collaborative consultation and co-production activity together with OnSide, will engage young people from areas across the borough, to include protected groups by targeting:</p> <ul style="list-style-type: none"> - community groups for disabled children and young people and carers; - children and young people with BAME backgrounds; - children and young people from minority religions, including Muslim and Orthodox Jewish community groups - community groups for LGB children and young people; - Girls and young women - Adolescent pregnant women and mothers <p>Pay due regard to consultation responses in the design of the Haringey Youth Zone</p>	<p>Director for Children's Services & Assistant Director for Early Help and Prevention</p>	<p>Commence May 2018</p>
<p>There is a risk that insufficient engagement with existing service providers, including within the voluntary and community sector, could result in duplication of services or competition between services rather than complementarity.</p> <p>This would create a lesser offer for all young people – particularly those who identify with more than one protected characteristic who have most to gain from an</p>	<p>Meaningful engagement with providers of services for young people across the borough, to ensure that the Youth Zone forms part of an integrated, complementary, cross-borough offer for young people.</p>	<p>Director for Children's Services & Assistant Director for Early Help and Prevention</p>	<p>Commence May 2018</p>

<p>enhanced offer. It would also potentially damage other services locally, which may be more likely to be run by BAME residents due to the nature of the voluntary community sector in Haringey</p> <p>Age; Disability; Race; Religion or Belief; Sex; Sexual Orientation; Pregnancy and Maternity</p>			
<p>Insufficient take up of membership of the Youth Zone by harder to reach groups, among whom young people with protected characteristics are likely to be overrepresented.</p> <p>Age; Disability; Race; Religion or Belief; Sex; Sexual Orientation; Pregnancy and Maternity</p>	<p>OnSide will deploy dedicated youth workers across the Borough, 9 months before and during YouthZone opening – to ensure that protected groups, particularly from more deprived wards, are engaged and benefit from membership of the Youth Zone.</p> <p>Action will be taken to address barriers to membership – for example, where travel is identified as a barrier for a protected group, the YouthZone will make appropriate travel arrangements to overcome this.</p>	<p>Director for Children’s Services & Assistant Director for Early Help and Prevention</p>	<p>Commence 9 months before Youth Zone scheduled to open (currently predicted to be 2020)</p>
<p>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</p>			
<p>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</p>			
<p>The Assistant Director for Early Help and Prevention will have ultimate responsibility for ensuring all consultation and engagement activities set out in section 6b are undertaken, even where these are delegated to OnSide or Haringey Youth Zone as our partners in this project.</p>			

Haringey Youth Zone will have responsibility for monitoring the membership of the youth zone to ensure that children and young people with other protected characteristics benefit as much as children and young people without other protected characteristics. The Assistant Director for Early Help and Prevention will ensure that Haringey Youth Zone are doing this. This will be achieved through routine reporting and monitoring of locally collected statistics including: memberships; attendance; use of facilities and outcomes, reporting to the local Charitable Board, the Council and Onside. An annual report will provide detailed breakdown of all aspects of delivery including outcomes, demographic information and equalities data.

7. Authorisation

EqlA approved by  (Assistant Director/ Director)	Date 9 March 2018
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8. Publication
Please ensure the completed EqlA is published in accordance with the Council's policy.

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