

Borough Plan 2019-2023

Equality Impact Assessment

Responsibility for the Equality Impact Assessment	
Name of proposal	Borough Plan 2019-2023
Officer completing assessment	Policy Team - Olayinka Animashaun, Lucy Fisher and Louise Hopton Beatty
Equalities/ HR Advisor	As above
Cabinet meeting date (if applicable)	12 th February 2019
Director/Assistant Director	Joanna Sumner

The Borough Plan outlines Haringey Council's vision and priorities for the borough over the next 4 years (2019-2023). The Plan sets out:

- Five overarching priorities, with supporting outcomes and objectives – housing, people, place, economy and your council.
- Three pledges in relation to resident engagement, business and the voluntary and community sector.
- The Council's equality principles and objectives (the latter of which is required under the Equality Act 2010).

The plan was developed following engagement with residents and partners, including:

- A residents' survey of 1,900 local people;
- Two borough partners events, each bringing together over 100 local organisations, businesses and public sector partners;
- A staff conference reaching 1,600 staff; and
- A six week long formal consultation process which comprised a range of workshops/meetings, focus groups and online consultations.

All decisions taken as a result of this plan will be subjected to the Council's Equality Impact Assessment process or the relevant process in other public sector bodies, as appropriate. The Council is committed to ensuring the plan overall supports and further advances equalities and as such has conducted an Equalities Impact Assessment to underpin the delivery of the plan as a whole.

The assessment covers:

- The overall profile of the borough against protected characteristics, as defined in the Equality Act 2010 as age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- The key inequalities that people with these protected characteristics face, looked at against the priorities outlined in the plan. To note, these have been identified through data analysis (at national, regional and local level where available). These are representative of the main issues, but are by no means exhaustive of all the aspects faced by people with protected characteristics. In addition, the issue of intersectionality is addressed at the end of this assessment.

The equalities impact assessment a priorities and outcomes across the different protected characteristics. To note, the Borough Plan could impact groups with protected characteristics in one of two ways:

- A direct impact on groups with protected characteristics, specific to those characteristics. For example, reducing hate crime against specific groups.
- An indirect impact on groups with protected characteristics as a result of them being over-represented in the service area or issue, such as children in temporary accommodation.

Performance against the Borough Plan will be measured by a serious of outcome indicators. It is recommended that, where possible, indicators are broken down by protected characteristics to measure progress in closing gaps in outcomes over the Borough Plan period. This should include:

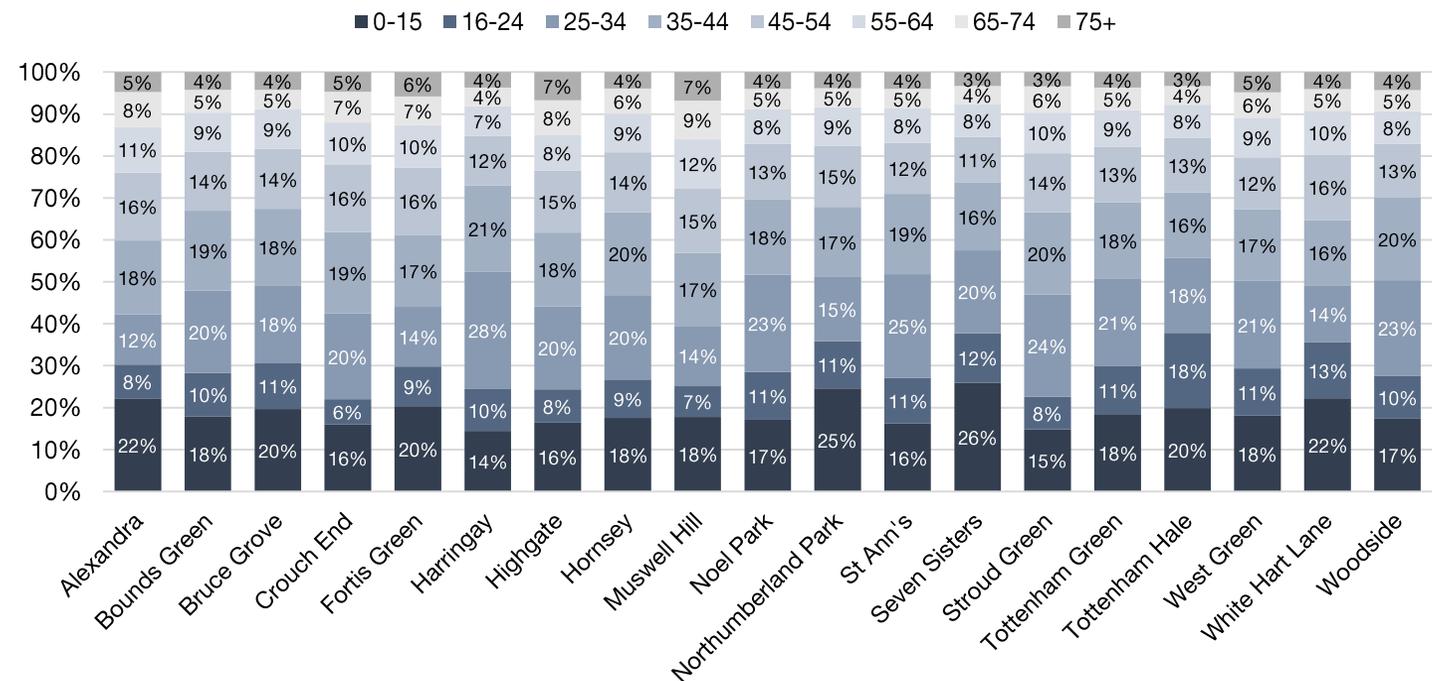
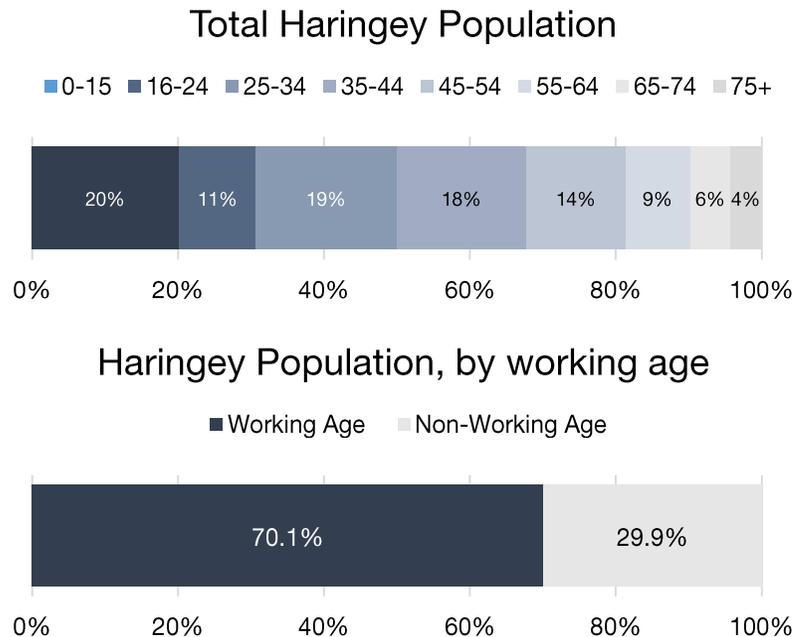
- School attainment by race, gender and disability.
 - School exclusion by race, gender and disability.
 - Physical and mental health outcomes by gender, race, disability, sexual orientation and gender reassignment.
 - Employment levels by age, race, disability, sexual orientation and gender reassignment
 - London Living Wage by age, race, disability, sexual orientation and gender reassignment
 - Residents in Temporary Accommodation by age, race, faith and disability
- As proposals are developed around increasing use of online services, the needs of those without internet access is fully considered. In particular older people, those with English as an additional language and disabled people.

Age

Profile of Haringey Residents: Age

- Overall Haringey has a relatively large child population with 20% of the population being under 16 years old.
- The age population of Haringey is similar in most wards. However, Seven Sisters and Northumberland Park wards have a larger than average proportion of under-16 year olds at 26% and 25%.
- These wards also have the 3rd (Seven Sisters) and 5th (Northumberland Park) smallest proportion of working age population.
- Over two thirds of the Haringey population are of working age (70.1%).

Haringey Population, by Age



Existing Equalities Challenges: Housing

Older residents are over-represented in council housing; among housing benefit claimants; are more likely to live in under-occupied properties.

Most homeless people are in their mid-twenties to mid-forties. Three quarters of all TA households in Haringey are headed by someone between the ages of 25 and 49. Children, who make up half of all TA residents, are the most significantly affected age group. Rough sleepers in Haringey are most likely to be males aged between 35 and 50.

Younger adults are more likely to be in private rental sector properties. One in three Haringey households that have dependent children are overcrowded.

OUTCOME 1: DELIVER THE NEW HOMES HARINGEY NEEDS, ESPECIALLY NEW AFFORDABLE HOMES

- Older people are over-represented in council housing and among housing benefit claimants.
 - The majority of people household reference persons (HRP) in Haringey council homes (Homes for Haringey residences) are aged 50 and above, with 66% falling into this age category. By contrast, just 4% of residents aged 29 or below are the HRP in a council property. Lower age groups are also more likely to be on the housing register and living in temporary accommodation. Homes for Haringey
 - While 24% of housing benefit claimants in Haringey are aged 35 to 44, making this group the most likely to claim, 18% of housing benefit claimants in 2015 were aged 65+, despite this age group making up 12% of the wider population aged 16 and above. In addition to this, national data shows nearly a fifth (19%) of GB pensioners who are entitled to housing benefit to help pay their rent do not claim it. May 2015 Housing Benefit Caseload, DWP / https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/late_life_uk_factsheet.pdf
- Young people in need of financial support for housing costs can face additional financial barriers due to benefit rules:
 - Young people aged 18-21 are not eligible for the housing element of Universal Credit. <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06473>
 - Those aged 35 or below who are single and have no dependent children are only eligible for the shared living rate, meaning many vulnerable residents in this age group cannot afford to live alone. <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06473>

Existing Equalities Challenges: Housing

OUTCOME 2: PREVENT PEOPLE FROM BECOMING HOMELESS AND REDUCE EXISTING HOMELESSNESS

- Of the approximately 10,000 residents in temporary accommodation in Haringey half are children, making under 18s the most significantly affected age group.
Haringey Housing Service
- Over three quarters of the almost 3,000 households in temporary accommodation in Haringey are headed by someone between the ages of 25 and 49 (78%). A full breakdown of the age of the household reference person is below:

○ Aged 15 to 24	5%
○ Aged 25 to 34	29%
○ Aged 35 to 44	35%
○ Aged 45 to 54	23%
○ Aged 55 to 64	6%
○ Aged 65+	1%

*Numbers may not add up to 100% due to rounding
Homes for Haringey
- At Haringey’s 2018 rough sleeping count, of the 32 rough sleepers found 25 (78%) were aged 25 or above. Rough sleepers in Haringey are most commonly aged between 35 and 50. Haringey Rough Sleeping Count 2018

OUTCOME 3: DRIVE UP THE QUALITY OF HOUSING FOR EVERYONE

- Overcrowding and under-occupancy - Older people are more likely to live in properties which are under-occupied, while households with dependent children are more likely to be overcrowded.
 - 64% of Haringey’s residents aged 65 and above, and 54% of those aged 50 to 64, live in under-occupied households, compared to 35% of all Haringey residents. May 2015 Housing Benefit Caseload, DWP
 - One in three households in Haringey that have dependent children are overcrowded (32%). ONS Census 2011
- Satisfaction with the Private Rental Sector (PRS) - Those living in the private rental sector have the lowest levels of satisfaction with their tenure (English Housing Survey 2016-17). Younger people are more likely to be living in the PRS and therefore, it is assumed, are less likely to be satisfied with their tenancy.
- Adaptations – Nationally, more than one in five people aged over 65 who say they need specially adapted accommodation because of a medical condition or disability report living in homes that do not meet their needs.
https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/older_life_uk_factsheet.pdf

Existing Equalities Challenges: People

The prevalence of ill health increases with age. Issues of low birth weight, obesity and mental ill health affect children across the borough.

Suicide is the leading cause of death among men under 50, and among women aged between 20 and 34. The incidence of depression is particularly high among those aged over 65.

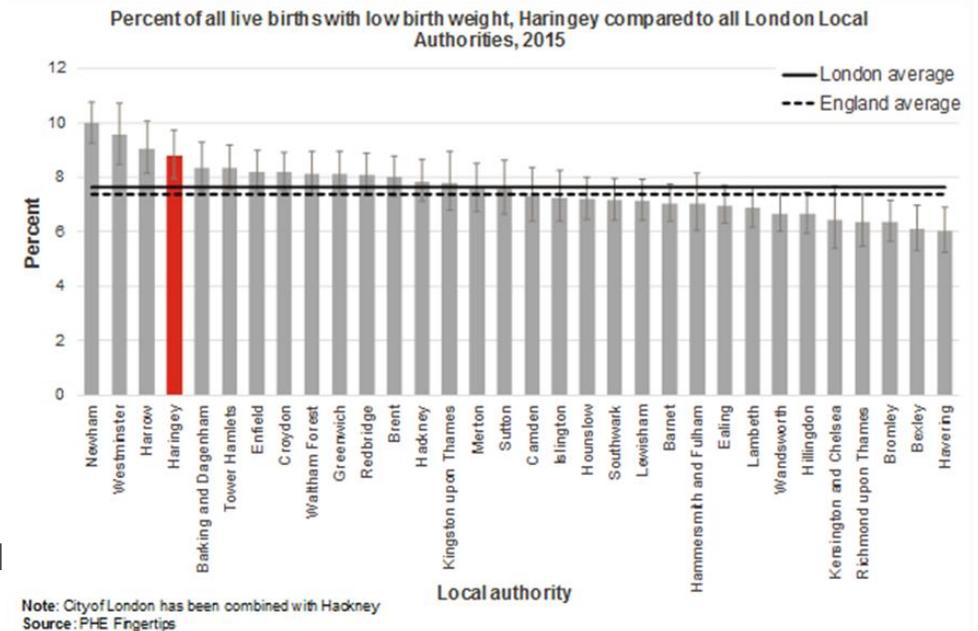
Younger women are more likely to be victims of domestic and sexual violence than older women.

OUTCOME 4: BEST START IN LIFE

- Low birth weight - Haringey has the 4th highest rate of babies with a low birth weight in London (8.8%), significantly above the London average (7.6%). Fingertips.phe.org.uk

OUTCOME 5: HAPPY CHILDHOOD

- Obesity is one of the main indicators of poor physical health in children. 23% of reception age children are overweight or obese in Haringey, increasing to 37% of Year 6 children. [National Child Measurement Programme 2016/17](#)
- **Mental health**
 - 50% of mental health problems are established by the age of 14, and 75% are established by the age of 24. [Mental Health Statistics: Children and Young People](#), Mental Health Foundation
 - It is estimated that nearly one in 10 children aged 5 to 16 (nearly 4,000 children) in Haringey has a mental health disorder such as depression and anxiety. This is similar to the estimated London average. [Public Health Outcomes Framework](#)
 - Self-harming is the main recorded reason for hospital admissions for children and young people in Haringey. [Public Health Outcomes Framework](#)



Existing Equalities Challenges: People

OUTCOME 7: ALL ADULTS ARE ABLE TO LIVE HEALTHY AND FULFILLING LIVES

- Ill health is more prevalent in older age. In Great Britain in 2011, the proportion of people aged 16-44 reporting a limiting long-term illness was 12%, compared to 47% in those aged 75 and over. Health and Social Care Information Centre (2014) Focus on the health and social care of older people. Leeds: Health and Social Care Information Centre
- Residents experience significant variation in health at different stages of life, with the onset of many illnesses coming later in life. For example:
 - Diabetes: Type 1 diabetes tends to be diagnosed in childhood, but the prevalence of Type 2 diabetes increases steadily at 45+ years old;
 - Circulatory Diseases: Prevalence of cardiovascular disease increases significantly after 40 years old (SEPHO profile);
 - Cancer: Incidence and mortality from cancer increases with age;
 - Respiratory Diseases: Prevalence of COPD increases with age; it is rare before 35 years of age.
- See Haringey's JSNA for more information about prevalence of different illnesses, and the lifestyle factors that influence them.
- Mental ill health continues to have a significant impact across age groups, but can manifest in different ways:
 - The suicide rate in England and Wales is highest among men aged between 45 and 59. Suicide is the leading cause of death for men under 50, and the leading cause of death for women aged 20 to 34. [Fundamental Facts About Mental Health 2016](#), The Mental Health Foundation.
 - A significant proportion of older people in hospital have mental health conditions, and it is estimated that 22% of men and 28% of women aged over 65 suffer from depression. Age UK (2016) Later life in the United Kingdom.
- Younger people aged 16 to 24 are more likely to report feeling lonely often or some of the time (33%), compared to older residents aged 65 to 74 (14%) or 75+ (20%). That said, older residents are more at risk of feeling socially isolated (see slide 11), and only 13% of Londoners aged 55+ report never having felt lonely in the last year, the lowest rate in the UK. ONS Community Life Survey, 2016/17
- People with a long-term illness or disability are much more likely to say they feel lonely often/always (9%) or some of the time (21%) compared to those with no long-term illness or disability (4% and 13% respectively). Community Life Survey August 2016 – March 2017

Existing Equalities Challenges: People

OUTCOME 8: STRONG COMMUNITIES

- Sexual and domestic violence rates tend to be higher for younger people (particularly under 35 years old). MOPAC
- There has been an increase in older women reporting to Haringey's VAWG services – around 3% to the Independent Domestic VA service are aged 60+, representing a big increase.

Existing Equalities Challenges: Place

Children are more exposed, and more vulnerable, to air pollution than working-age adults. Older people are also more vulnerable to air pollution.

Children and young people are more likely to live in the east of the borough, where access to nature is lower and issues like fly tipping are more acute.

Feelings of isolation are highest among those aged 45+, while those aged 25 to 34 are least likely to feel a sense of community in Haringey.

Most age groups say that crime or anti-social behaviour is one of the things they most dislike about living in Haringey. Concerns over safety are highest among older people (75+).

OUTCOME 9: A HEALTHIER, ACTIVE AND GREENER PLACE

- Children are more at risk from air pollution than adults and older people are more vulnerable than younger adults [The Toxic School Run](#), Unicef UK / The Impact of Air Pollution on Children – Unicef, 2016 and [Mayor of London](#) respectively.
- 24% of London primary schools are in areas that breach the legal limit for NO₂, according to the GLA. Three of Haringey’s primary schools were identified by the Mayor’s audit on air pollution affecting primary schools. [Mayor of London](#), 2017
- Fuel poverty - The proportion of households living in fuel poverty is highest where the oldest person in the household is aged 16 to 24. However, the ‘depth’ of fuel poverty increases with age, with those households where the oldest person is aged 60+ having the largest fuel poverty gap. [BEIS 2016 / Annual Fuel Poverty Statistics 2015](#), DECC

OUTCOME 10: A CLEANER, ACCESSIBLE AND ATTRACTIVE PLACE

- Haringey’s recent Residents’ Survey found that things like the cleanliness of the area (11%) and having open spaces including parks and greenery (9%) were broadly of equal importance to different age groups. For those aged 45 to 54 and 75+, litter is the thing they most dislike about living in the area. [Haringey Residents’ Survey 2018](#)

Existing Equalities Challenges: Place

- A larger number and proportion of children and young people live in the east of Haringey, where there is generally less access to nature, and where issues like fly tipping are more acute. Mid-Year Estimate by Single Year of Age at Ward Level, ONS 2017

OUTCOME 11: A CULTURALLY ENGAGED PLACE

- 74% of Haringey residents feel like they belong in their neighbourhood. Those aged 25 to 34 are least likely to agree with this statement. Haringey Residents' Survey,
- Haringey residents aged 45+ are most likely to agree that they feel isolated living in their local area, with one in five in this age group saying this is the case. Haringey Residents' Survey, 2018

OUTCOME 12: A SAFER BOROUGH

- Residents aged 75+ are least likely to say they feel safe when outside in their local area after dark, with 56% saying this is the case, compared to 66% or more of residents in all other age categories. Haringey Residents' Survey 2018
- All age groups with the exception of 45 to 54 year olds and 75+ year olds say that crime or anti-social behaviour is the thing they most dislike about living in the area. Haringey Residents' Survey 2018

Existing Equalities Challenges: Economy

Older residents are more likely than younger residents to have no qualifications.

Younger residents are more likely to earn lower wages and to be in insecure work.

Data suggests adults aged 50+ are more vulnerable to repeat or long-term unemployment.

OUTCOME 14: ALL RESIDENTS HAVE ACCESS TO TRAINING AND SKILLS AND MORE PEOPLE ARE SUPPORTED INTO WORK

- 6% of 16 and 17 year olds in Haringey are not in employment, education or training, the 7th highest rate of all London boroughs. DFE-Proportion of 16-17 year olds recorded in education and training, June 2016
- Haringey has the 10th lowest rate of apprenticeship take-ups among 16 and 17 year olds of all London boroughs. DFE-Proportion of 16-17 year olds recorded in education and training, June 2016
- In Haringey the likelihood of having no qualifications increases with age, with 10% of residents aged 16 to 24 having no qualifications, compared to 23% of 50 to 64 year olds and 49% of those aged 65+. By contrast, younger residents are more likely to be qualified to Level 4 or higher, with over half of residents aged 25 to 34 achieving this level (53%), compared to a quarter of those aged 65+ (24%). Census 2011
- In Haringey the rate of JSA claimants increases with age, with between 13 and 16 per 1,000 residents aged under 44, 23 claimants per 1,000 residents aged between 45 and 49, and 30 or more claimants per 1,000 residents aged 50 to 64 years old. In Haringey the rate of JSA claimants is significantly higher in all age categories, compared to London. JSA Claimants, May 2017 to May 2018, DWP

OUTCOME 15: A BOROUGH WITH MORE QUALITY JOBS WITH OPPORTUNITIES FOR PROGRESSION

- Across London those aged 16 to 24 are most likely to be in insecure work (22%), more than twice the level seen across all other age groups. Labour Force Survey 2017
- Younger residents are much more likely to be in jobs that pay below the LLW than older residents. 48% of 18-24 year olds in London are paid below LLW, compared to between 14% and 24% of those aged 25+. [ONS, Estimates of Employees paid below the living wage, 2014](#)
- Age UK research has found that the Work Programme moves fewer people aged 50 plus into sustained jobs, compared to younger people. [Employment Support for Unemployed Older People](#), Age UK 2014

Existing Equalities Challenges: Your Council

16% of council staff are aged 34 or below.

Digital exclusion is a concern in the borough, particularly for those aged 65+.

OUTCOME 18: RESIDENTS GET THE RIGHT INFORMATION AND ADVICE FIRST TIME AND FIND IT EASY TO INTERACT DIGITALLY

Digital exclusion

Digital exclusion was raised as a concern within the Borough Plan consultation, as more transactions are moved online. 8.4% of adults in Haringey have not been online within the last 3 months, and 17% of adults do not have all 5 basic digital skills.

Older people are particularly affected by the digital divide, and over 65 year olds from socioeconomic grade D or E make up 28% of all people in the UK without internet access.

The Digital Exclusion Heatmap.- <http://heatmap.thetechpartnership.com/about-heatmap/#sources> / Digital Basic Digital Skills UK Report 2017 –<https://www.ipsos.com/ipsos-mori/en-uk/basic-digital-skills-uk-report-2017> / https://www.ageuk.org.uk/Documents/EN-GB/For-professionals/Computers-and-technology/140_0809_introducing_another_world_older_people_and_digital_inclusion_2009_pro.pdf?dtrk=true

OUTCOME 19: WE WILL BE AN ABLE, POSITIVE WORKFORCE WITH THE SKILLS NEEDED TO DELIVER FOR HARINGEY

HARINGEY WORKFORCE

Only approximately 1 in 6 members of council staff are aged 34 or below (16%* due to rounding). A breakdown of Haringey Council’s workforce by age is:

16-24	1%
25-34	14%
35-44	24%
45-54	34%
55-64	25%
65+	2%

Most age groups are proportionately represented (in line with the wider organisation) at levels PO8 and above, though no one outside the age group of 45 to 54 is represented at the highest level, HB1A to HA2A.

The proposals in the Borough Plan are designed to have a positive impact on inequalities relating to age.

Housing

The Council will support the delivery of more affordable homes with the right mix of tenures to meet varied needs across the borough, and to improve overall housing support.

The landlord licensing scheme and associated enforcement will help to improve the experiences of those in the private rental sector. These changes will improve affordability and the overall quality of housing, which will benefit all residents, but particularly younger residents who are more likely to rent in the private rental sector.

The Council will also be securing the delivery of more supported housing, which will benefit older residents in particular who are more likely to have additional needs.

We will reduce the number of temporary accommodation households, to improve the experiences of homeless families, and to end street homelessness by 2022. This will help to protect those in their late twenties to late forties in particular, as this age group is most likely to be the household reference person in a temporary accommodation household, or sleeping rough. This will also protect children, who make up more than half of all temporary accommodation residents.

People

The People priority has specific outcomes that are aimed at improving outcomes for residents at different stages of their life, including children and older people.

The commitments around safeguarding and health and social care will have a disproportionate positive impact on older people who have significant care needs. Our initiatives to reduce stigma around mental ill health and again to create community-based approaches to supporting residents and improving their wellbeing will benefit all residents, but particularly those age groups where mental health conditions are more common.

With young people over-represented as perpetrators and victims of violent crime, we are also launching a Young People at Risk strategy, aimed specifically at preventing serious youth violence and improving outcomes for all young people.

Place

Initiatives to improve street lighting, extend our CCTV network and support partners to design out crime, will improve safety in Haringey and make our residents feel safer. This will particularly benefit older residents who feel least safe outside in their local area at night.

Our objective to improve air quality has a particular focus on improving the air quality around schools, which will protect our young people who are particularly vulnerable to air pollution.

Economy

The Borough Plan sets out objectives to promote quality employment and the London Living Wage. This will particularly affect the age groups that find it difficult to find quality employment.

Your Council

There is an objective to be a diverse workplace, with a specific performance indicator on percentage of the workforce aged under 40.

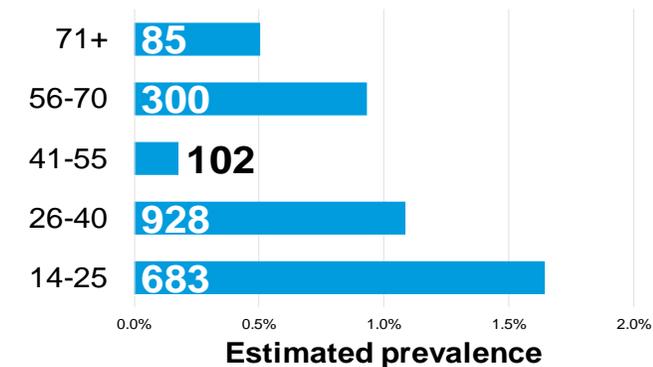
There is an objective that self-service will be the default choice. It will be important going forward that this drive considers the needs of older people who may not be online.

Disability

Profile of Haringey Residents: Disability

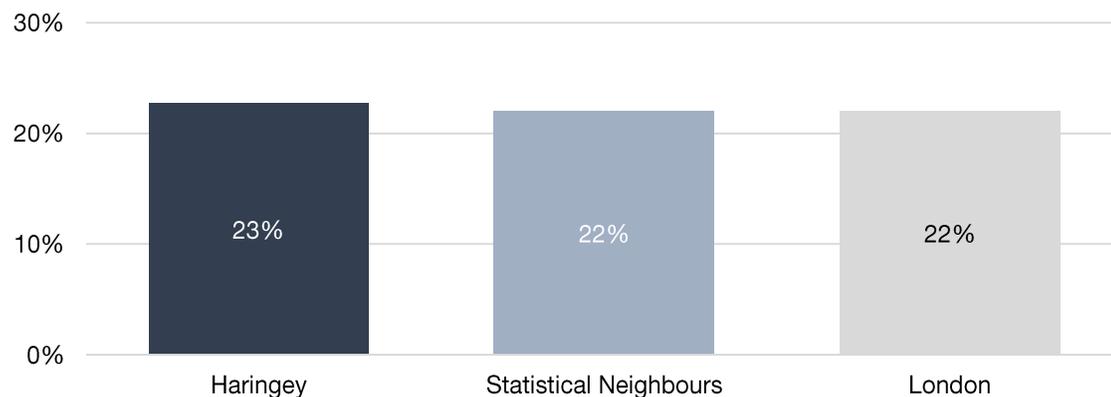
- Over 19,500 people aged 16 to 64 in Haringey have a physical disability; this equates to approximately 10% of the population aged 16-64.
- In Haringey 4,500 people have a serious physical disability; 15,700 adults have a moderate or severe hearing impairment; and almost 5,000 people have sight loss which impacts on daily life.
- An estimated 5,700 Haringey residents aged 14 and over are estimated to have a learning disability, and around 2,100 residents are estimated to have autism.

Estimated number of people with autism by age group, resident population aged 14 and over, Haringey, 2018



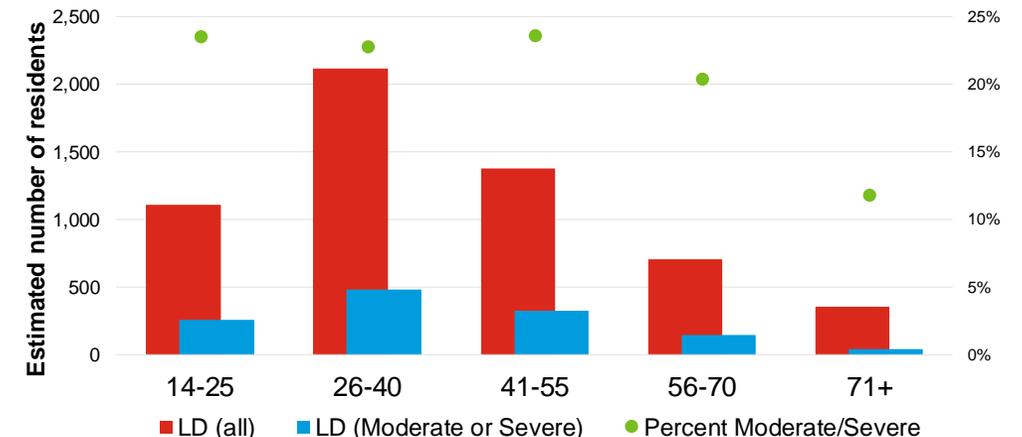
Source: Numbers and prevalence were calculated by Camden and Islington PH applying the age and gender specific estimated prevalence of autism for England from the 2014 Adult Psychiatric Morbidity Survey (APMS) report (2007 and 2014 combined) to the 2016-based GLA population estimates for Haringey published in November 2017

Proportion of households where one person has a long-term health problem or disability



Source: ONS Census 2011

Estimated number and prevalence of people with a learning disability (LD) and a moderate or severe LD by age group, resident population aged 14 and over, Haringey, 2018



Source: Numbers and prevalence were calculated by Camden and Islington PH applying the age specific estimated prevalence of LD for England reported by E. Emerson and C. Hatton in Lancaster University in 2004 to the GLA population estimates for Haringey published in November 2017

Existing Equalities Challenges: Housing

People with a disability are more likely to live in council housing, and more likely to be on the priority waiting list for council housing, than those who do not have a disability.

A high proportion of rough sleepers have drug, alcohol or mental health problems.

People with a disability are more likely to struggle to find suitable accommodation than non-disabled people.

OUTCOME 1: DELIVER THE NEW HOMES HARINGEY NEEDS, ESPECIALLY NEW AFFORDABLE HOMES

- People who have a disability are more likely to be in council housing than those who do not, with 21% of all council home tenants and leaseholders in Haringey having a disability, compared to 16% of the wider Haringey population aged 16+. Homes for Haringey / ONS Census 2011
- Residents with a disability make up 6% of all people on the housing register, and due to the generally higher level of priority need, disabled people are most likely to be in priority band A, making up 31% of all residents in this category. Homes for Haringey
- Disabled adults are likely to be more affected by universal credit, with 58% of all households with a disabled adult expected to receive UC once it is fully rolled out. This is more than twice the rate expected among all households in England.
<https://www.citizensadvice.org.uk/Global/CitizensAdvice/welfare%20publications/UC%20for%20single%20disabled%20people.pdf>

OUTCOME 2: PREVENT PEOPLE FROM BECOMING HOMELESS AND REDUCE EXISTING HOMELESSNESS

- People with a disability represent 9% of household reference persons living in temporary accommodation in Haringey. This suggests that people with a disability are not over-represented in TA, though we lack the data on all residents in TA to know whether this group is over-represented in the wider TA population (rather than just among household reference persons). Homes for Haringey
- 79% of the 87 rough sleepers assessed in Haringey in 2016/17 identified having support needs around one or more of alcohol, drugs and mental health. Haringey Council 2016/17

Existing Equalities Challenges: Housing

OUTCOME 3: WE WILL WORK TOGETHER TO DRIVE UP THE QUALITY OF HOUSING FOR EVERYONE

At a national level, the data shows that disabled people can struggle to obtain accommodation which is suitable for their needs. While 23.5% of Haringey council dwellings (3,566) have had at least minor adaptations for users with mobility issues, it is reasonable to assume there will be disabled people in the borough who are in unsuitable accommodation. However, data is not available on the scale of this issue. Homes for Haringey

Existing Equalities Challenges: People

Children with special educational needs are more likely to struggle in school and are more likely to be excluded from mainstream education.

Obesity and social isolation is more prevalent among disabled people.

OUTCOME 5: HAPPY CHILDHOOD

- Education and school exclusions
 - Pupils with Special Educational Needs are over-represented among those excluded from school. In 2016/17 children with SEN were involved in 39% of Haringey's fixed period exclusions, and 52% of permanent exclusions. SEN exclusion rates vary widely between schools, ranging from 2% to 44%. Haringey Council
 - In Haringey state-funded schools 28.4% of children with SEN achieve 5 or more GCSEs at grade 9-5, including English and Maths. This is above the London (26.6%) and national averages (22.3%). Haringey Council

OUTCOME 7: ALL ADULTS ARE ABLE TO LIVE HEALTHY AND FULFILLING LIVES

- Physical health
 - The prevalence of being overweight or obese disproportionately affects people with physical disabilities (particularly where there is an issue around mobility, which makes exercise difficult). [Haringey JSNA](#)
 - Those with learning disabilities are also more likely to be obese. Haringey Health & Wellbeing Strategy 2015-2018.
- Social isolation
 - Nationally, 53% of disabled people think there are more barriers to making and keeping friends as a disabled person. Younger disabled people are more likely to believe this is the case (77% of 18-34 year olds). [Sense Survey of Disabled People](#), 2015

OUTCOME 8: STRONG COMMUNITIES

- Between 2011/12 and 2017/18 disability hate crime in England and Wales increased by 313%, from 1,748 to 7,226 crimes reported. Although in Haringey there was a 24% decrease between 2016/17 and 2017/18 the longer-term increase is still a concern, and additionally a decrease in reports suggests more work is needed to increase awareness and accessibility to reporting platforms. Home Office – Hate Crime in England and

Existing Equalities Challenges: Place

People with a disability are significantly less likely to exercise.

Transportation accessibility and costs are a barrier to travel for people with a disability.

OUTCOME 9: A HEALTHIER, ACTIVE AND GREENER PLACE

- Around two thirds of residents who are permanently sick or disabled (65%) say they exercise less often than once a year or never, compared to around one in five residents more broadly (22%). Residents' Survey 2018
- People with long-term illnesses such as lung disease and asthma are more vulnerable to air pollution.

OUTCOME 10: A CLEANER, ACCESSIBLE AND ATTRACTIVE PLACE

- Only 70 out of 270 London Underground tube stations (26%) have some degree of step-free access. Within the borough, only Tottenham Hale has lift access, while Bounds Green and Wood Green underground stations have step-free (escalator) access. Transport for all
- 61% of disabled Londoners say they would travel more often than they currently do if they did not experience access and cost barriers. Understanding the travel needs of London's diverse communities: Disabled People, TfL 2014
- The National Travel Survey for England reported that individuals with a mobility difficulty travelled an average of 4,050 miles less per person per year than those with no mobility difficulties. Department for Transport, 2017
- Nationally, people with a disability are less likely to engage with the arts, museums and heritage, though there is no significant difference in engagement with libraries between people with a disability and people with no disability. [Taking Part Survey](#)

Existing Equalities Challenges: Economy

People with a disability or with a long-term health condition are less likely to be employed and when they are employed are more likely to be in lower paid employment.

OUTCOME 14: ALL RESIDENTS HAVE ACCESS TO TRAINING AND SKILLS DEVELOPMENT OPPORTUNITIES AND MORE PEOPLE ARE SUPPORTED INTO WORK

- In Haringey 12% of residents with a long-term health problem or disability that limits their day-to-day activities a lot are in employment, while 32% of those whose day-to-day activities are limited a little are in employment. This compares to 69% of residents whose day-to-day activities are not limited by any long-term illness or disability. 2011 Census ONS
- In Haringey the percentage gap in employment between people with learning difficulties and the overall population is 70%. This is similar to the London and England averages. PHOF, PHE 2016/17
- Across the country, only around a quarter of men and women aged 16-64 who have a disability that limits their activities and work, are in paid employment. The employment rate is particularly low for people who are most severely unwell and using specialist mental health services, at 6.5%. The Disability Pay Gap, Equality and Human Rights Commission 2017
- On average, between 1997 and 2014 there was a 13% pay gap between disabled and non-disabled males, and a 7% pay gap between disabled and non-disabled females. The gap varies according to the type of disability:
 - 40% for males with epilepsy, and 20% for females with epilepsy
 - 30% for males with depression or anxiety, and 10% for women
 - 60% for males with learning difficulties or disabilities (no significant gap for females)
 - 15%-28% for males with physical impairments, and 8% to 18% for females

ONS Annual Population Survey, 2017/18

Existing Equalities Challenges: Your Council

People with a disability are under-represented in the council workforce, compared to the wider borough population. This group is also under-represented among the Council's highest earners.

Residents who have a disability are less likely to use the internet, and are therefore more likely to face difficulties in dealing with the Council online.

OUTCOME 18: RESIDENTS GET THE RIGHT INFORMATION AND ADVICE FIRST TIME AND FIND IT EASY TO INTERACT DIGITALLY

Digital exclusion was raised as a concern in the Borough Plan consultation. This was primarily in relation to age, but data shows this may also be the case for disabled people.

- In the UK, 20% of disabled adults have never used the internet, compared to 8.4% of the wider population.
[Internet Users 2018](#), ONS
- In Haringey 14% of adults have a long-term illness or disability. Research shows that illness and disability contribute significantly to the likelihood of an individual being offline and lacking basic digital skills.

Source: Disability and self-reported health, Census 2011, Office for National Statistics

OUTCOME 19: WE WILL BE AN ABLE, POSITIVE WORKFORCE WITH THE SKILLS NEEDED TO DELIVER FOR HARINGEY

- 7.3% of Council staff have a disability, meaning this group is slightly under-represented in the council workforce compared to the wider borough (across Haringey 10% of the working age population has a disability). However, some staff may have disabilities and not disclose.
- There is no member of staff with a disability in the top 5% of earners.
- There is under-representation of staff with a disability on levels PO4 and above.
- Only 3.6% of starters in 2018 were disabled, while 8.4% of staff leavers were disabled.
- 24.1 % of staff made redundant in 2018 were disabled.

All data above comes from the [Haringey Council Equality Scorecard December 2018](#)

The proposals in the Borough Plan are designed to have a positive impact on inequalities related to disability.

Housing

There is a clear commitment to secure the delivery of supported housing that meets the needs of older, disabled and vulnerable people in the borough.

Aim to end street homelessness by 2022, supporting those who are more likely to have a mental health disorder or drug and alcohol dependency.

People

There is a commitment that all children and young people, whatever their background, will achieve to the best of their abilities, which includes a specific objective to support children with special educational needs and disabilities, aiming for inclusion in mainstream schools and settings wherever possible.

Reducing hate crime, including against people with a disability, is a stated objective.

Place

Creating accessible spaces is an outcome of the Borough Plan. While this is broad, a key element of this will be ensuring accessibility for disabled people.

Economy

Increasing the number of Haringey residents securing quality employment is an objective of the plan, with a focus on those with additional needs.

My Council

There is an objective to be a diverse workplace, which includes a commitment to supporting employee networks such as the Disability Network.

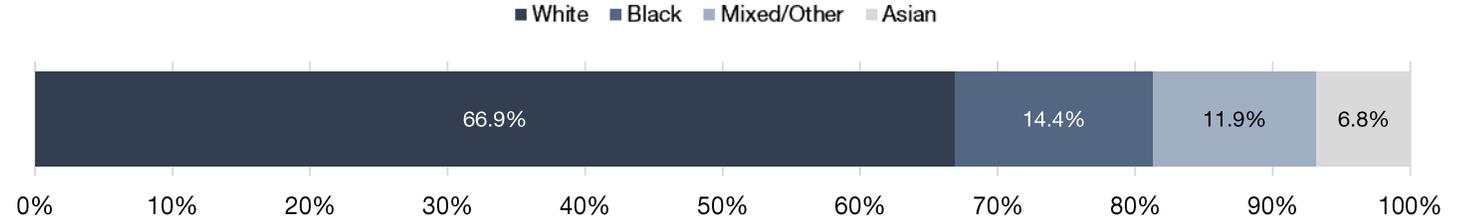
There is an objective that self-service will be the default choice. It will be important going forward that this drive considers the needs of disabled people who may not be online.

Race

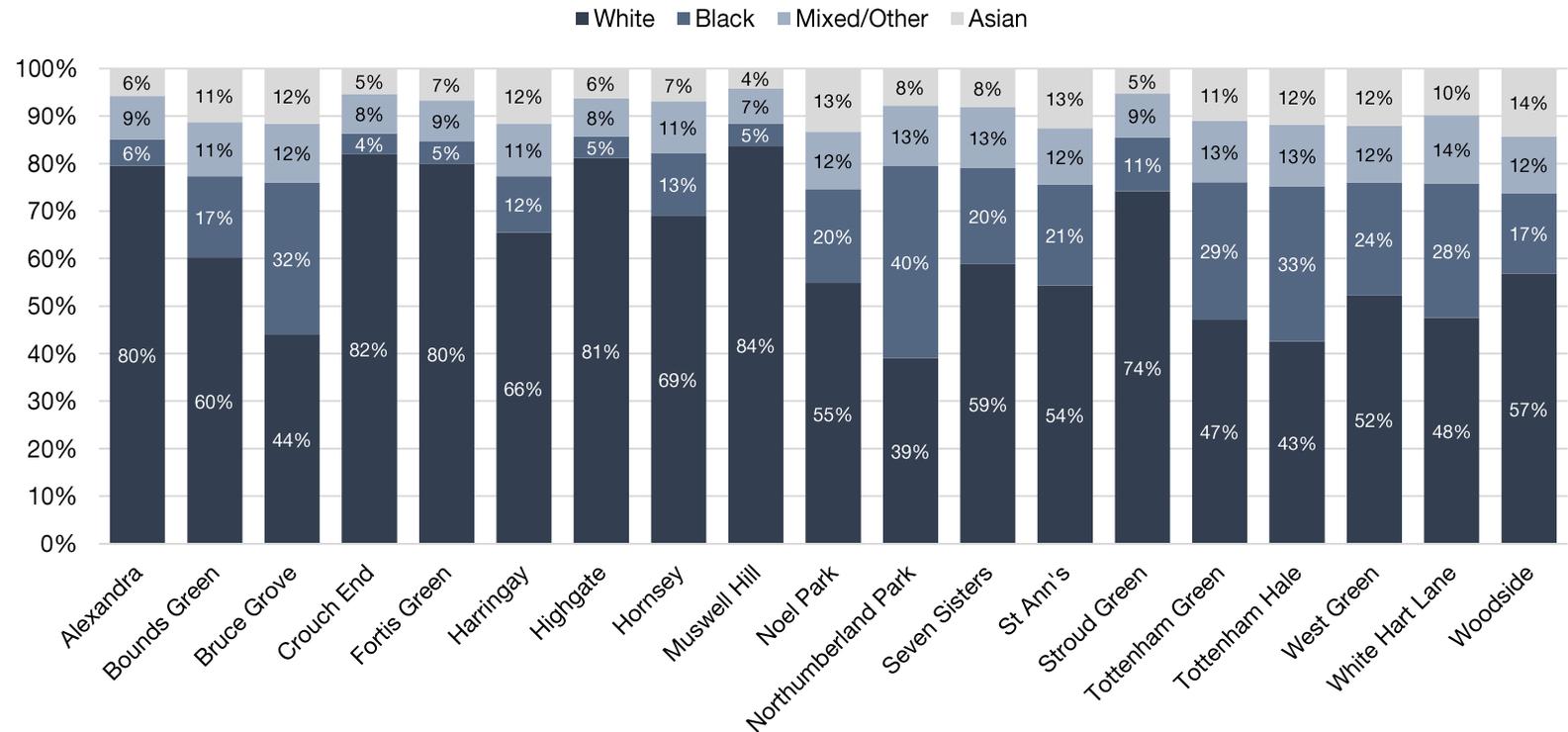
Profile of Haringey Residents: Race and Ethnicity

- People of White and White Other ethnicity make up the largest proportion of Haringey’s population, followed by those of Black, Mixed/other and Asian ethnicity.
- This differs greatly by ward, for example in Northumberland Park where there is a slightly larger proportion of residents of Black ethnicity (40%) compared to people of White ethnicity (39%), as well as Tottenham Hale, Bruce Grove and Tottenham Green where more than half of the population is BAME.
- By contrast, Muswell Hill, Crouch End and Highgate have a substantially larger proportion of residents that are of White and White Other ethnicity.
- In all wards there is a relatively even spread of male to female population of each ethnic group.

Haringey Population by Ethnicity



Ethnic Population of Haringey, by ward



Existing Equalities Challenges: Housing

Certain BAME groups experience: higher levels of overcrowding; higher dependence on the private rental sector; higher proportion of income spent on rent; lower levels of home-ownership; higher likelihood of being in council housing; and higher levels of homelessness, including representation in temporary accommodation.

OUTCOME 1: DELIVER THE NEW HOMES HARINGEY NEEDS, ESPECIALLY NEW AFFORDABLE HOMES

- In Haringey those of White British or Asian ethnicity are most likely to own their own home. 53% of White British and 49% of Asian-headed households are owner occupied, either outright or with a mortgage, compared to 27% of households headed by a person of Black ethnicity, 32% of those of White Other ethnicity, and 29% of those of mixed or multiple ethnic groups. ONS Census, 2011
- Residents of Black ethnicity are over-represented in Haringey council housing. Two fifths of all council tenancies are headed by a person of Black ethnicity (38%), compared to the wider borough population where 14% of residents are of Black ethnicity. One in four council homes are headed by a person of White Other ethnicity (24%) and one in five by a person of White British ethnicity (22%). Homes for Haringey
- Reflecting the population in council housing itself, people of Black ethnicity make up the largest ethnic group on Haringey's housing register, at 39%, and people of White Other ethnicity make up 23%. By contrast, people of White British ethnicity are under-represented, making up 10% of residents on Haringey's housing register. Homes for Haringey
- Whether they rent from a social or private landlord, ethnic minority households in London spend a higher proportion of their income on rent. This disparity is seen across socio-economic groups and income bands. [Race Disparity Audit](#), Cabinet Office 2017
- The demand for pitches on traveller sites in Haringey outweighs supply, and as such there are a significant number of Irish Travellers living in bricks and mortar accommodation, as opposed to their preferred option of having a pitch. There is also a low recorded number of Roma and Irish travellers in social housing and presenting as being homeless. Haringey Council Roma & Irish Traveller Needs Assessment 2013

OUTCOME 2: PREVENT PEOPLE FROM BECOMING HOMELESS AND REDUCE EXISTING HOMELESSNESS

- The Eastern European community is over-represented in Haringey's rough sleeping community, representing 52% of the cohort in 2016/17. Haringey Rough Sleeping Count, 2016/17

Existing Equalities Challenges: Housing

- In Haringey, people of Black ethnicity make up more than half of all household reference persons (HRPs) in temporary accommodation (53%), compared to one in four of White Other ethnicity (26%). 6% of HRPs in TA are White British. Homes for Haringey
- Across the country BAME households are disproportionately affected by an increase in statutory homelessness across the country. Among white households homelessness increased by 9% between 2012 and 2017, while it increased by 48% among BAME households during the same time period. <https://blog.shelter.org.uk/2017/10/bame-homelessness-matters-and-is-disproportionately-rising-time-for-the-government-to-act/>

OUTCOME 3: DRIVE UP THE QUALITY OF HOUSING FOR EVERYONE

- Overcrowded households in Haringey are most likely to be headed by someone of White Other ethnicity (31%), followed by Black ethnicity (28%) and then White British (19%). Relative to the wider population, Black ethnicity is significantly over represented, White Other is over-represented and White British is under-represented. Census 2011
- In Haringey just under half of households that are headed by a person of White Other ethnicity are private rented (47%), compared to 34% of households headed by a person of Mixed or Multiple ethnicity, 23% that are headed by a person of Black African ethnicity, and 28% of White British-headed households. Census 2011

Existing Equalities Challenges: People

Prevalence of a number of physical conditions varies by race, as does the prevalence of mental health issues.

Educational attainment also varies significantly according to ethnic group.

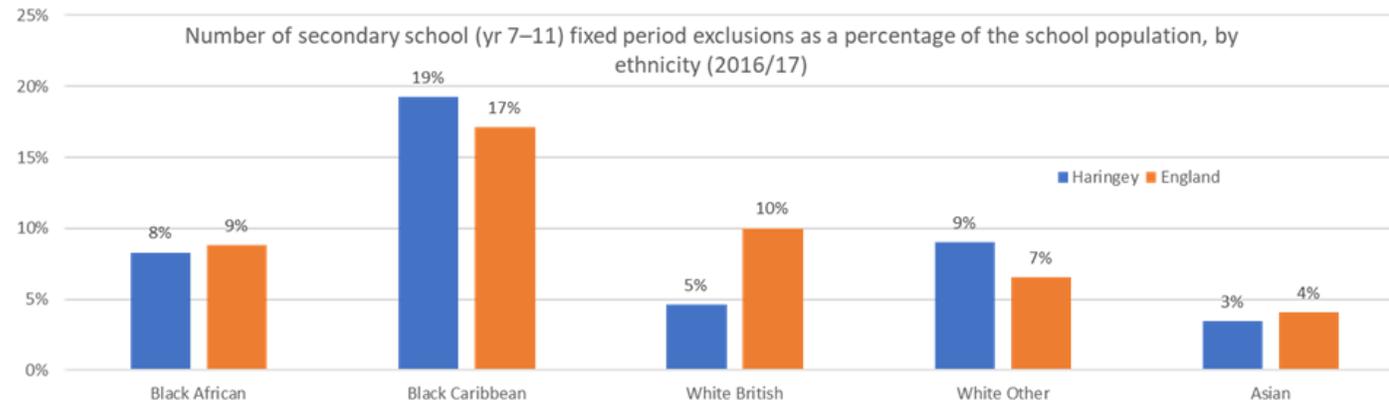
Black boys are more likely than White British boys to be excluded from school and to be identified with a special educational need.

OUTCOME 4: BEST START IN LIFE

- Certain BAME groups are likely to book late for antenatal care (Health Equity Audit 2011 available from the Public Health Department, Haringey Council), this is considered to be one of the contributory factors in low birth weights.
- Children from BAME groups are more likely to be obese than White British children. Haringey Health & Wellbeing Strategy 2015-2018
- Certain BAME groups are less likely to take up free childcare places. There may be many reasons for this, one of which may be cultural preferences for looking after young children within families.

OUTCOME 5: HAPPY CHILDHOOD

- Educational Attainment - There are clear inequalities in educational attainment. Ethnic groups with the highest average Attainment 8 Score are those of Chinese ethnicity (59.8), while those of Asian ethnicity (49), White (48.6) ethnicity and Mixed ethnicity (47) are average achievers. Those of Black ethnicity (42) have the lowest average Attainment 8 score. The attainment gap is not as significant in early years, but widens as children get older.
- School exclusions - BAME children are disproportionately receiving fixed term and permanent exclusions. Roma and Traveller children are also more likely to be excluded.



Existing Equalities Challenges: People

OUTCOME 7: ALL ADULTS ARE ABLE TO LIVE HEALTHY AND FULFILLING LIVES

- **Physical health**

- Obesity is most prevalent among certain ethnic groups, and this differs according to sex. Women of Black African (38%), Black Caribbean (32%) and Pakistani (28%) ethnicity are most likely to be obese, while males of Black Caribbean (25%) and Irish (25%) ethnicity are most likely to be obese (HSCIC, 2006). <https://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment/health-improvement/obesity#who>
- Different ethnic groups experience significant variations in health. For example:
- Diabetes: Black and Asian ethnic groups have a higher risk of developing Type 2 diabetes and tend to develop it at an earlier age. Compared to the general population, the following groups have increased risk: Black Caribbean males (twice the risk), Black Caribbean females (three times the risk), Pakistani females (five times the risk) and Bangladeshi women (three times the risk).
- Circulatory Diseases: South Asian men are more likely to develop coronary heart disease at a younger age, and have higher rates of heart attack. Black people have the highest stroke mortality rates.
- Cancer: For some cancers, ethnicity is an important fixed risk. Overall incidence of cancer in the minority ethnic groups is lower than the White British population. However, certain ethnic groups are at high risk of specific cancers e.g. Black African and Black Caribbean men have higher incidence of prostate cancers.
- Respiratory Diseases: Smoking is the primary cause of COPD. Some ethnic groups are more likely to smoke; on average Irish and Bangladeshi men have higher smoking levels than the general population.
- Long-term conditions are more common among people from certain BAME groups. There are a variety of reasons for this that could include deprivation, discrimination and genetics. Haringey Health & Wellbeing Strategy 2015-2018
- Women who have undergone FGM are more likely to experience serious complications during pregnancy. (Gayle and Rymer, 2016).

- **Mental health**

- According to the Mental Health Foundation, people from black and minority ethnic groups in the UK are more likely to be diagnosed with a mental illness. [Mental Health Foundation](https://www.mentalhealth.org.uk)
- In England Black men are significantly more likely to have experienced a psychotic disorder in the past year, compared to White men (3.2% compared to 0.3%). This ethnic disparity is not seen among females. Adults experiencing a psychotic disorder, 2007-2014, [Ethnicity Facts & Figures](#).

Existing Equalities Challenges: People

- On the whole, suicide rates are 33% higher in Haringey than the London average, and this is particularly acute among certain BAME groups. Haringey Health & Wellbeing Strategy 2015-2018
- **Drug misuse**
 - The largest ethnic group in treatment for drug misuse tends to be those of White British ethnicity (33%), followed by Other White and Black Caribbean ethnicity (23% and 12% respectively). This is similar to the ethnic breakdown of the wider Haringey population. [2012-2013 drug misuse treatment, Haringey JSNA](#)

OUTCOME 8: STRONGER COMMUNITIES

- In Haringey in 2017 there were 675 incidence of racist and religious hate crime. While this represented a 1% decrease compared to the previous year, there has been a long-term increase in the reporting of this type of hate crime. MPS

Existing Equalities Challenges: Place

BAME residents are less likely to visit the natural environment than White British residents, and less likely to participate in physical activity at least once a week.

Pollution levels are higher in areas with a greater proportion of BAME residents.

Residents of White Other ethnicity are most likely to say they feel isolated living in their local area, and less likely to feel they belong in their neighbourhood.

There is significant over-representation of BAME young people in contact with Youth Offender Teams.

OUTCOME 9: A HEALTHIER, ACTIVE AND GREENER PLACE

- In England people of White ethnicity are more likely to have visited the natural environment at least once in the last seven days, with 43% of people of White ethnicity living in urban parts of the country saying they had done so, compared to 27% of BAME people living in urban areas. Across all socioeconomic groups people of White ethnicity are more likely to have visited the natural environment in the last seven days than people of BAME ethnicity. [Monitor of Engagement with the Natural Environment](#), Natural England 2009 to 2016
- In Haringey residents of White British ethnicity are more likely to participate in physical activity at least once a week than residents from BAME groups (48% vs. 42%). Sport England, [Active People Interactive](#), 2015/16
- In Haringey NO2 pollution is worst in areas where there is a high proportion of Black / African / Caribbean / Black British, Mixed / Mixed Multiple and Other ethnic groups, meaning that BAME groups are more likely to be impacted by the knock-on health impacts of poor air quality. London Atmospheric Emissions Inventory (LAEI) 2013

OUTCOME 11: A CULTURALLY ENGAGED PLACE

- In Haringey residents of White Other ethnicity are most likely to say that they feel isolated living in their local area, with one in five saying this is the case (19%), compared to around one in eight people of White British ethnicity (13%). People of White Other ethnicity are also less likely to say they feel like they belong in their neighbourhood, compared to White British people (78% vs 69%). Haringey Residents' Survey 2018

Existing Equalities Challenges: Place

- Residents of White British and Asian ethnicity are more likely to agree that Haringey is a good place to bring up children (84% and 82% respectively), compared to residents of White Other or Black ethnicity (74% and 72% respectively). Haringey Residents' Survey 2018

OUTCOME 12: A SAFER BOROUGH

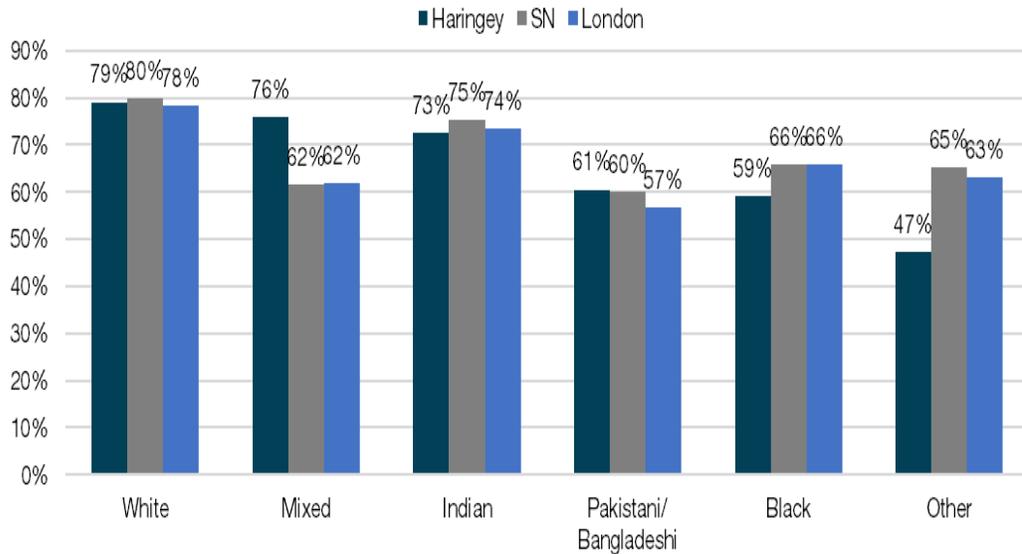
- According to police categorisations, the most common ethnicity of victims of crime in Haringey is White North European (representing 46% of all victims), followed by Black victims (27%) and White South European (16%). Haringey MPS
- According to police categorisations, the most common ethnicity of crime suspects was Black (48%), followed by White North European (32%) and White South European (13%). Haringey MPS
- BAME young people are over-represented in Haringey's youth justice cohort.

Existing Equalities Challenges: Economy

BAME people are more likely to be unemployed or not in employment, education or training (NEET); when in employment some BAME residents are also more likely to be earning below the London Living Wage; more likely to be in receipt of employment benefits and less likely to take up apprenticeships.

OUTCOME 14: A borough where all residents have access to training and skills development opportunities and more people are supported into work

Working Age employment rate by ethnicity



Source: Annual Population Survey, ONS

JSA Claimants by Ethnicity, 2017



Source: DWP, 2017

Existing Equalities Challenges: Economy

OUTCOME 14: ALL RESIDENTS HAVE ACCESS TO TRAINING AND SKILLS DEVELOPMENT OPPORTUNITIES AND MORE PEOPLE ARE SUPPORTED INTO WORK

- Those of Black ethnicity are over-represented in Haringey's benefits system, with more than 2 in 5 (42%) JSA claimants being of Black ethnicity. DWP 2017
- One in four ESA claimants are of Black ethnicity (25%), while this group makes up one in six of the wider borough population (17%). Those of White British and White Other ethnicity, by contrast, are under-represented, with White British people making up 33% of the overall population but accounting for 28% of all ESA claimants, and those of White Other ethnicity making up 29% of the population and accounting for 22% of all ESA claimants in the borough. DWP 2017
- 35% of Haringey residents of an ethnic minority are economically inactive, compared to 25% of all residents. This disparity is exaggerated in Haringey compared to London, where 28% of ethnic minority residents are unemployed, compared to 22% of all residents. ONS Annual Population Survey 2017/18
- Haringey has a larger proportion of Mixed race and Black or Black British 16-17 year olds who are not in employment, education or training compared to the borough's statistical neighbours and the London average. DFE-Proportion of 16-17 year olds recorded in education and training, June 2016

Skills levels

- In Haringey those whose ethnic group is 'Other' are substantially more likely to have no qualifications than other ethnicities, with 26% of residents of Other ethnicity having no qualifications compared to a borough average of 18%. 2011 Census ONS
- The overwhelming majority of all learners starting an apprenticeship in 2016/17 were white (88%), and in Haringey this trend is exaggerated, with pupils from BAME groups less likely than average to take up an apprenticeship. DFE 2016/17

OUTCOME 15: A BOROUGH WITH MORE QUALITY JOBS WITH OPPORTUNITIES FOR PROGRESSION

- Residents of Mixed (28%), White Other (27%) and Black (25%) ethnicity are most likely to say that someone in their household doesn't earn the LLW. Residents' Survey

Existing Equalities Challenges: Your Council

BAME staff at the Council are slightly over-represented among the lower pay scales and under-represented in the higher pay scales.

OUTCOME 19: WE WILL BE AN ABLE, POSITIVE WORKFORCE WITH THE SKILLS NEEDED TO DELIVER FOR HARINGEY

HARINGEY COUNCIL WORKFORCE

52% of Haringey's workforce are from Black and Minority ethnic groups (BAME)

23% of top 5% of earners are BAME

63% of lowest earning staff (Scale 1 to Scale 5) are BAME

BAME staff are slightly under-represented at the higher scales (PO4 and above)

The proportion of BAME staff members who start in a given year is in line with the proportion of BAME staff members who leave the Council in a year (both 47% in 2018).

Of all staff that resigned in 2018, 42% were BAME

Of all staff that took redundancy or were made redundant in 2018, 62% were BAME

The proposals in the Borough Plan are designed to have a positive impact on inequalities related to race and ethnicity.

Housing

Housing is a key issue in relation to race, and it is the leading priority in the Borough Plan. The Council is committed to tackling the issues that are likely to have a disproportionate impact on BAME residents, including: building more council homes; improving the provision of affordable homes; reducing the number of households in temporary accommodation; preventing homelessness; and addressing poor conditions in the private rental sector.

People

The Council is committed to helping all children across the borough to be happy and healthy as they grow up, and to ensure that every young person, whatever their background, has a pathway to success for the future.

We aim to reduce the number of exclusions in Haringey schools, which disproportionately affect BAME students, and to intervene early where there is risk.

There is a commitment to closing the gap in health and wellbeing outcomes, including on health issues which disproportionately affect particular BAME groups.

With younger BAME residents over-represented as perpetrators and victims of crime, we are also launching a Young People at Risk strategy, aimed specifically at preventing serious youth violence and improving outcomes for all young people.

Place

Our objective to improve air quality will benefit BAME residents, who are more likely to live in areas that have poor air quality.

There is also a specific objective to reduce the number of young people entering the criminal justice system.

Economy

Through the Borough Plan we are committed to creating a borough where all residents have access to training and skills development opportunities, with more people supported into work. We will also take measures to make Haringey a borough with more quality jobs that pay LLW and have opportunities for progression, and to support more residents, particularly those from disadvantaged backgrounds, to take up quality apprenticeships. Our work in these areas will support BAME residents in particular, who are more likely to be unemployed or in lower paid work, and are less likely to take up apprenticeships.

Your Council

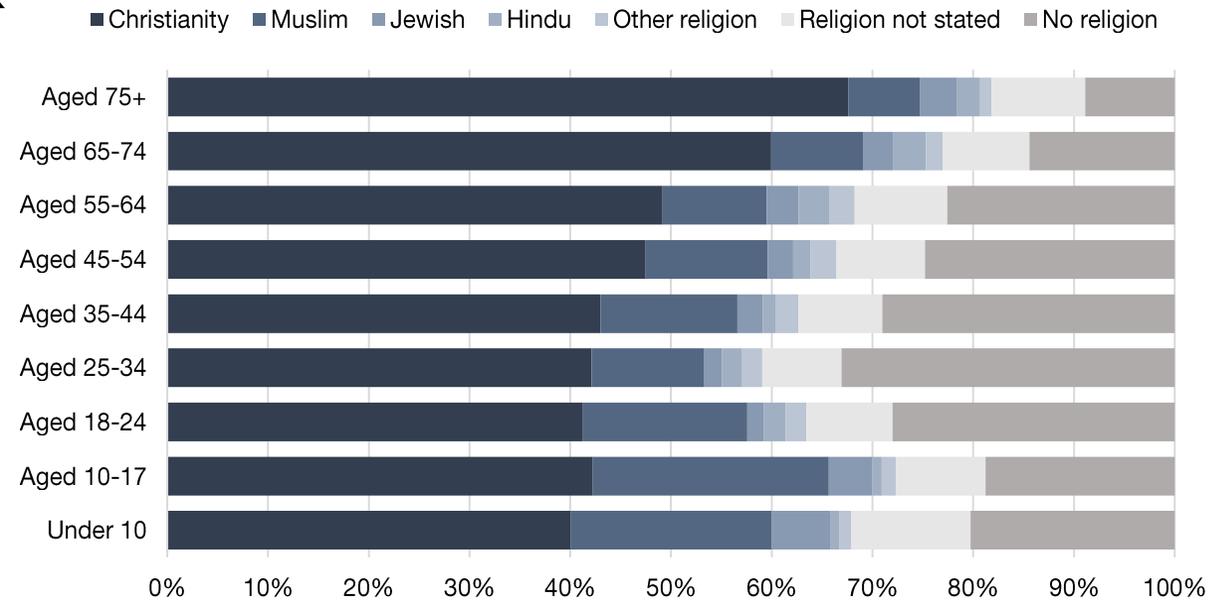
There is an objective to be a diverse workplace, with a specific performance indicator on the top 5% of earners who are from black and minority ethnic groups.

Religion and Belief

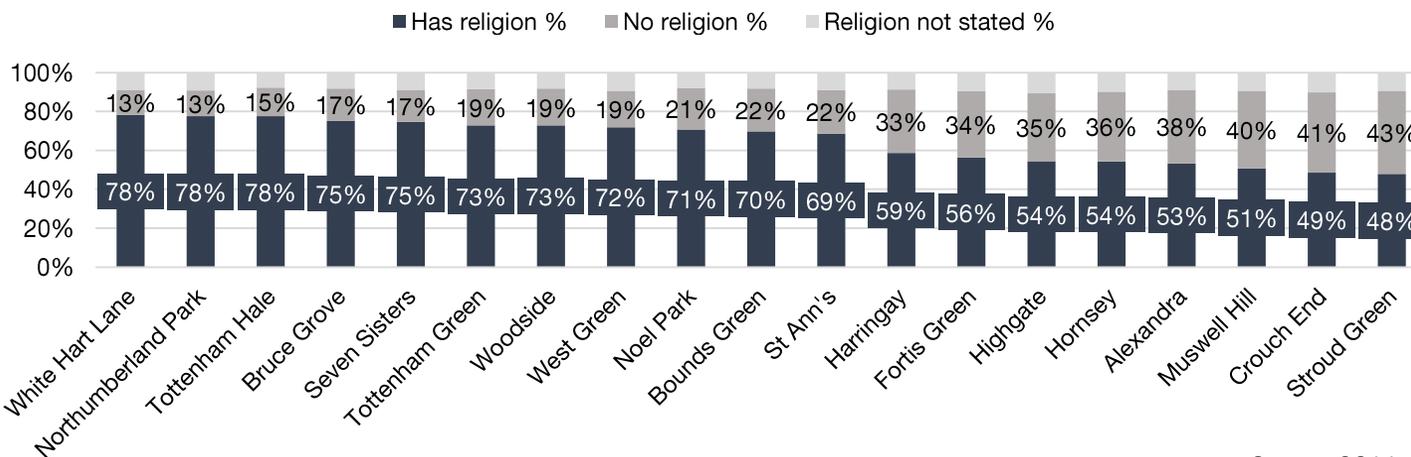
Profile of Haringey Residents: Religion & Belief

- Two out of three residents in Haringey are practicing a religion with Christians (45%) and Muslims (14%) being the largest resident groups;
- The proportion of residents practicing a religion is highest among residents aged 75+, with 81.8% of this age group identifying as following a faith. Residents aged 25-34 report the highest proportion of no religion at 33.1%, compared to just 9% of residents aged 75+ with no religion;
- Wards in the East of Haringey have a higher proportion of residents with a religion than wards in the West, with those in the West having 34% or more residents reporting having no religion, compared to as little as 13% saying the same in some eastern wards.

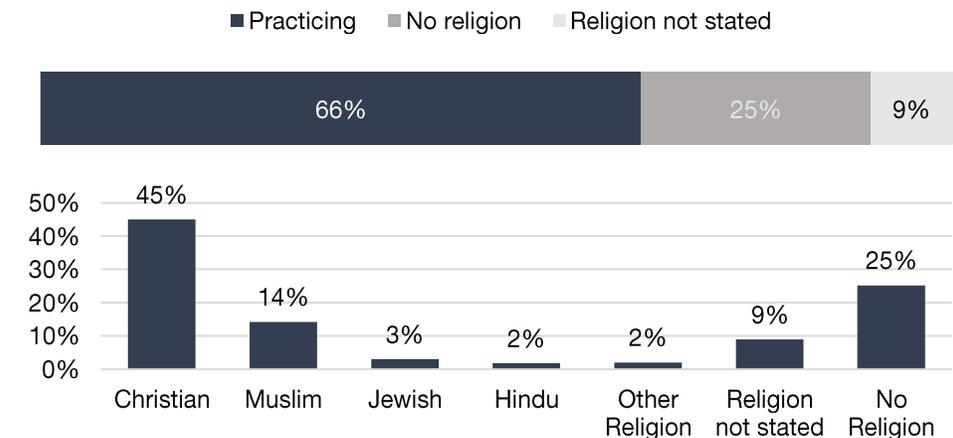
Proportion of Haringey Population by Religion and Age



Proportion of Haringey Population practicing religion, by Ward



Total Haringey Population



Existing Equalities Challenges: Housing

Christian residents make up the predominant group in all tenure types, and are broadly as likely to social rent as they are to private rent or be owner occupiers. Those of no religion and Jewish residents are more likely to be home owners. And Muslim residents are over-represented in the social rented market (which includes both council housing and housing association stock) and under-represented as home owners.

Our Residents' Survey data suggests Muslim residents are more likely to feel they live in buildings in poor condition, and to live in overcrowded households, than Christian households or households with no religion.

OUTCOME 1: DELIVER THE NEW HOMES HARINGEY NEEDS, ESPECIALLY NEW AFFORDABLE HOMES

- Christian residents in Haringey are broadly equally likely to be the household reference person of a home they own, a home they social rent or a home they private rent;
- Muslim residents are under-represented as home owners, and over-represented as social renters;
- Jewish residents are slightly more likely to own their home and slightly less likely to social rent their home than other people of other faiths;
- People of no religion are slightly over-represented as home owners and private renters, and are significantly under-represented as social renters.

ONS Census 2011

- 2018 data around residents' religion and belief is incomplete for residents in Haringey council homes and on the housing register. While precise data is not available, evidence suggests that those of Christian faith are the predominant group in council housing and on the register, followed by Muslims. This is in line with 2011 Census data, which shows that half of household reference persons in social rented housing are Christian (48%), one in four are Muslim (26%) and one in seven (14%) have no religion. Homes for Haringey / ONS Census 2011

Existing Equalities Challenges: Housing

OUTCOME 3: DRIVE UP THE QUALITY OF HOUSING FOR EVERYONE

- Muslim residents are least likely to say that they are happy with the condition of the building they live in, with only 35% of Muslims ranking this aspect of their housing between 8 and 10 on a 10 point scale, where 0 is very unhappy and 10 is very happy. This compares to 51% of Christian residents and 53% of residents who have no religion saying the same. Haringey Residents Survey 2018
- Muslim residents in Haringey are also less likely than Christian residents (91%) and those with no religion (92%) to say they have enough bedrooms to meet their household's needs. This reflects the wider London trend, with 26% of Muslim-headed households being overcrowded (according to the official measure), compared to 17% of Hindu households, 10% of Christian households, and 8% of households that have no religion. Haringey Residents' Survey 2018 / Census 2011

Existing Equalities Challenges:

People

Reports of faith hate crime have increased significantly in Haringey, in particular hate crime directed at Muslim and Jewish people.

OUTCOME 8: STRONG COMMUNITIES

- There was a 7% increase in hate crime in 2017/18 compared to the previous year, with the sharpest increases being Islamophobic (42%) and anti-Semitic hate crime (28%). MPS

	Haringey 2016/2017	Haringey 2017/2018	Haringey Change %	London Change %
Overall Hate Crime	3,593	3,840	+7%	+4%
Islamophobic Hate Crime	45	64	+42%	+32%
Anti-Semitic Hate Crime	29	37	+28%	-5%
Faith Hate Crime	92	110	+20%	+18%

Place

Residents with a religious belief are more likely to have lived in Haringey long-term, and to be intending to continue to do so, than residents that have no religious belief.

OUTCOME 10: A CLEANER, ACCESSIBLE AND ATTRACTIVE PLACE

- In Haringey, residents with no faith are more likely to live in the west of the borough, and those with a religious belief are more likely to live in the east. 98% or more of all homes in the west of the borough have good access to nature, compared to an average of 69% of homes in the east. This suggests that residents who have a religious belief are less likely to have access to green spaces and nature. Haringey Ward Profiles 2017 / Access to public open space and nature by ward, Greenspace Information for Greater London

OUTCOME 11: A CULTURALLY ENGAGED PLACE

- Residents with a religious belief appear to be more likely to be long-term residents. Around half of Muslim and Christian residents (51% and 52% respectively) say they have lived in Haringey for more than 10 years, while two in five residents who have no religion say the same (40%). In addition, 80% of Christian and Muslim residents say they are likely to still be living in Haringey in 10 years, compared to 70% of residents that have no religion. Haringey Residents' Survey 2018

Existing Equalities Challenges: Economy

Regional and national data suggests that Muslim residents are most likely to have no qualifications and less likely to earn LLW; and that Buddhist and Muslim residents are most likely to be unemployed.

OUTCOME 14: ALL RESIDENTS HAVE ACCESS TO TRAINING AND SKILLS DEVELOPMENT OPPORTUNITIES AND MORE PEOPLE ARE SUPPORTED INTO WORK

- While 26% of Muslims have no qualifications, the percentages for Sikhs and Hindus are 19.4% and 13.2% respectively. The trend is also reflected in the proportion of the population with Level 4 qualifications and above: while 24% of Muslims have attained this level, it is 30.1% and 44.6% for Sikhs and Hindus respectively. Census 2011
- In London people of Buddhist (11%) and Muslim (10%) faith are most likely to be unemployed, compared to Christians (7%), Hindus (7%) and people of no religion (6%), for example.
Annual Population Survey 2012/13

OUTCOME 15: A BOROUGH WITH MORE QUALITY JOBS WITH OPPORTUNITIES FOR PROGRESS

- In London Muslims are the most likely to earn below the London Living Wage (44%), though a significant proportion of Sikhs (32%), Hindus (28%), Buddhists (27%) and Christians (23%) are also likely to earn below the LLW. Those with no religion (15%) and Jewish people (11%) are least likely to earn below LLW.
Annual Population Survey 2012/13

Existing Equalities Challenges: Your Council

Christians make up the largest religious group at the council (46%), followed by those who have no religion (22%).

The Muslim and Jewish communities are under-represented in the council workforce, compared to the wider borough population.

OUTCOME 19: WE WILL BE AN ABLE, POSITIVE WORKFORCE WITH THE SKILLS NEEDED TO DELIVER FOR HARINGEY

Where data on religion is available, the Haringey workforce is as follows:

46%	Christian
22%	No religion
8%	Muslim
2%	Hindu
1%	Jewish
3%	Other
18%	Prefer not to say

According to the data available, Muslim and Jewish staff appear to be under-represented in the Council's workforce, compared to the wider borough population.

Data on pay for staff broken down by religion is not available.

The proposals in the Borough Plan are designed to have a positive impact on inequalities relating to religion and belief.

Housing

In the Borough Plan the Council has laid out its commitment to improving the overall quality and cost of housing in Haringey, which should benefit Muslim residents in particular, who are more likely to be affected by these issues.

The commitment to build new council homes are likely to benefit Christian and Muslim residents in particular, who are the main religious groups on the housing register in Haringey.

People & Place

The Council is committed to supporting all adults to live healthy and fulfilling lives, including feeling physically and mentally well. This should benefit Muslim residents in particular, who experience lower levels of physical and mental health.

Our commitment to reduce violence against women and girls will benefit Christian residents in particular, who are more likely than residents from other religious groups to experience partner abuse.

Economy

Muslim residents are more likely to have lower qualifications, are most likely to be in low paid work, and together with Buddhists are most likely to be unemployed, compared to residents of other religions.

One objective of the Borough Plan is to enable all residents to access opportunities to develop their skills, including the provision of targeted adult learning programmes will in particular support Muslim, Buddhist and Sikh residents who are more likely to be a mix of either under-qualified, unemployed or poorly paid.

Your Council

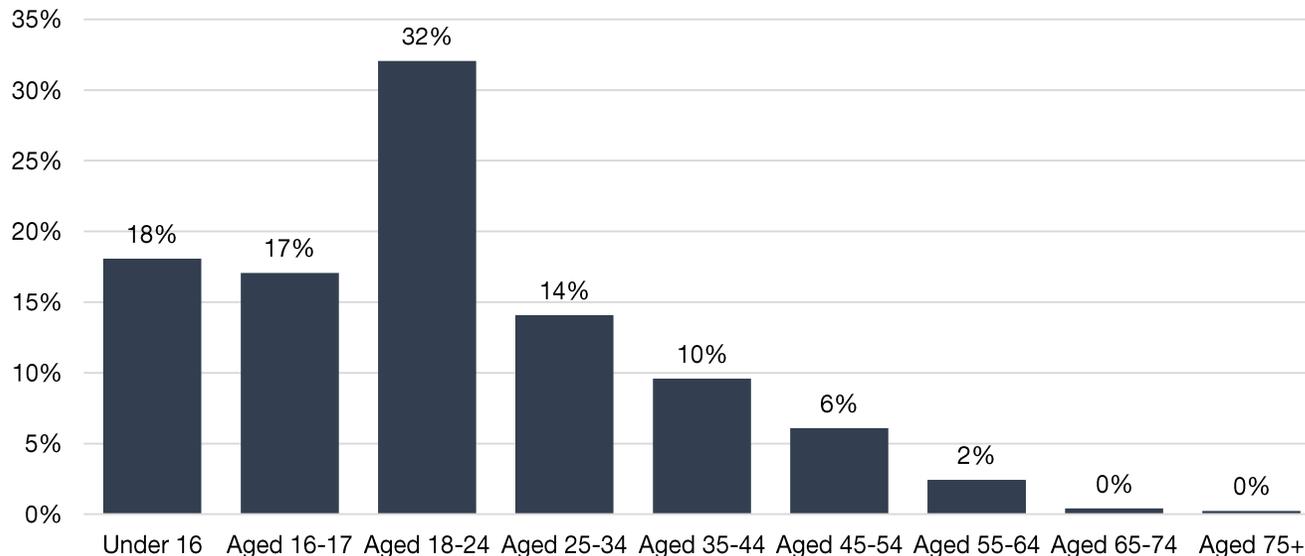
There is a commitment to ensure that Haringey council is an inclusive workplace by attracting and retaining diverse and talented people.

Gender Reassignment

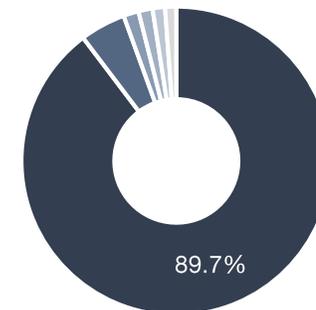
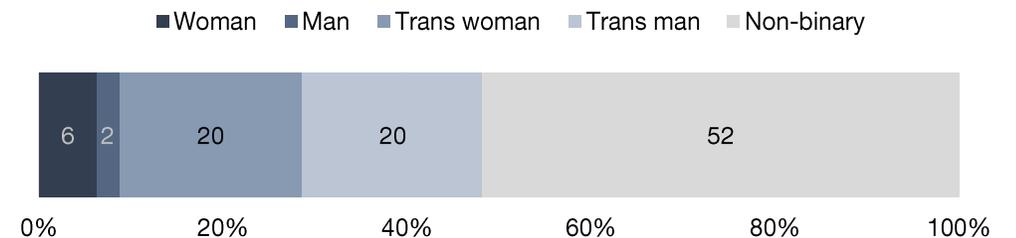
Profile of Haringey Residents: Gender Reassignment

- There is very little robust data on Haringey or the UK's trans population. However it is estimated that there are between 200,000 and 500,000 people who identify as trans in the UK.
- According to the LGBT Survey 2018, younger trans people are more likely to identify as non-binary, with 57% of all trans respondents aged under 35 identifying as non-binary.
- The age at which transitioning is started tends to be younger, with 81% of people starting transitioning at 34 or younger, compared to 19% transitioning at 35 and over.
- Of those who identify as trans in the UK the largest group are of White ethnicity, representing 90% of this group.
- The proportion of those who identify as a trans woman and trans man is even at 20%. However the majority of those identifying as trans consider their gender as non-binary (52%).

Transitioning starting age, UK



Trans gender identity, UK



- White
- Mixed/Multiple ethnic groups
- Asian/Asian British
- Black/African/Caribbean/Black British
- Other ethnic group

Existing Equalities Challenges:

Housing

Trans people are more likely to experience homelessness and face discrimination in securing housing and living in shared housing.

- Under-35s in receipt of housing benefits are only eligible for a shared rate. Shelter reports that young LGBTQ+ residents are more vulnerable to discrimination in shared housing settings.
[Shelter information on Shared Housing Rates](#)
- One in four trans people (25%) have experienced homelessness at some point in their lives.
Stonewall <https://www.stonewall.org.uk/sites/default/files/lgbt-in-britain-trans.pdf>
- One in four trans people (25%) were discriminated against when looking for a house or flat to rent or buy in the last year. One in five non-binary people (20%) experienced discrimination.
Stonewall <https://www.stonewall.org.uk/sites/default/files/lgbt-in-britain-trans.pdf>

People

Trans people are more likely to experience mental health problems and discrimination within schools and services.

OUTCOME 5: HAPPY CHILDHOOD

- 1 in 4 trans young people experienced physical abuse at school.
The Health and Wellbeing of Lesbian, Gay, Bisexual and Trans Londoners
- In puberty (aged 12 and over), this group is at a substantially increased risk of self-harm and overdose (23%). The Health and Wellbeing of Lesbian, Gay, Bisexual and Trans Londoners : Dr Justin Varney

OUTCOME 7: ALL ADULTS ARE ABLE TO LIVE HEALTHY AND FULFILLING LIVES

- A study of 382 trans people in the UK and Ireland found that, even within gender identity clinics, 62% of trans people had experienced negative questions, attitudes or services.
https://www.equalityhumanrights.com/sites/default/files/key_facts_and_findings-transgender_0.pdf
- 24% of trans people have used drugs in the last 12 months, with 10% meeting the criteria for clinical misuse. The Health and Wellbeing of Lesbian, Gay, Bisexual and Trans Londoners
- 62% of trans people may be dependent on alcohol. The Health and Wellbeing of Lesbian, Gay, Bisexual and Trans Londoners

Existing Equalities Challenges:

Place

Trans people experience high levels of hate crime and discrimination.

OUTCOME 12: A SAFER BOROUGH

- Two in five trans people have experienced hate crime because of their gender identity in the last 12 months. LGBT in Britain, Hate Crime and Discrimination, Stonewall – 2017
- A third of trans people have experienced discrimination because of their gender identity when visiting a café, restaurant, bar or nightclub. LGBT in Britain, Trans report, Stonewall – 2018
- 44% of trans people said that they would avoid certain streets because they do not feel safe there as a trans person. LGBT in Britain, Hate Crime and Discrimination, Stonewall – 2017
- Online hate crimes against transgendered individuals increased by 92% in England and Wales from 2016/17 to 2017/18. Transgendered hate crime now accounts for 6% of all online hate crimes recorded by the Police. Hate Crime, England & Wales, Home Office – 2018

Economy

Trans people report lower levels of pay and a lower likelihood of having been in paid work.

OUTCOME 14: ALL RESIDENTS HAVE ACCESS TO TRAINING AND SKILLS DEVELOPMENT OPPORTUNITIES AND MORE PEOPLE ARE SUPPORTED INTO WORK

- 63% of trans respondents aged 16-64 said they had had a paid job in the 12 months preceding the survey, compared to 83% of cisgender respondents. Stonewall <https://www.stonewall.org.uk/sites/default/files/lgbt-in-britain-trans.pdf>

OUTCOME 15: MORE QUALITY JOBS WITH OPPORTUNITIES FOR PROGRESSION

- In the National LGBT Survey 2018, trans respondents were more likely to earn less than £20,000 per annum, compared to cisgender respondents (60% vs 45%). [National LGBT Survey 2018](#), Government Equalities Office
- Around two thirds of trans men and women and non-binary respondents in the National LGBT Survey said that they have avoided being open about their gender identity in the workplace, for fear of a negative reaction from others. [National LGBT Survey 2018](#), Government Equalities Office

The proposals in the Borough Plan are designed to have a positive impact on inequalities relating to gender reassignment.

Housing

The commitment to end street homelessness by 2022 will benefit trans people who are more likely to be homeless, especially younger trans residents. When implementing this commitment, it will be important that the services are appropriate for trans people.

People

One objective is that all children and young people will be physically and mentally healthy and well. In delivering on this commitment it will be important that this specifically addresses the mental health needs of trans young people, particularly within school settings.

Place

There is a clear objective to reduce hate crime, which should have a directly positive impact on trans people.

Economy

There is a commitment to increase the number of Haringey residents, especially those from disadvantaged backgrounds and with additional needs, securing quality employment. However, the actions identified to deliver this outcome do not directly target trans people. The needs of trans people should be addressed when putting these initiatives into place, while acknowledging that data on this group is often limited.

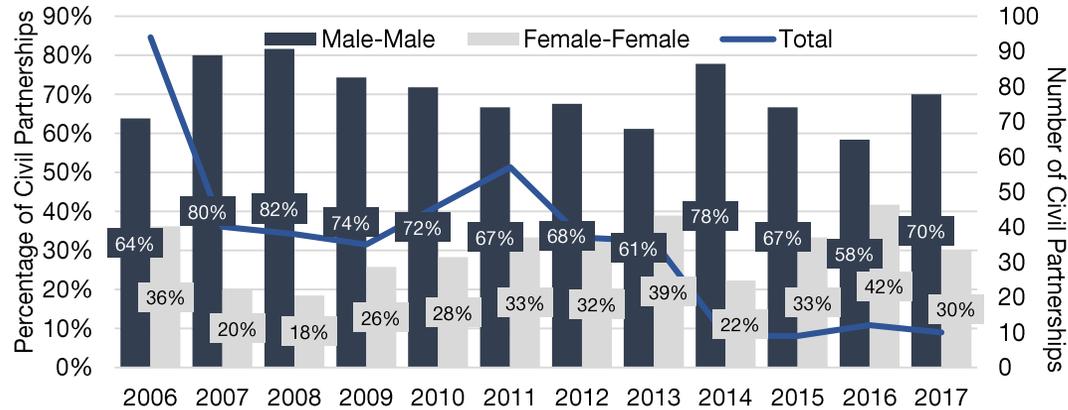
Your Council

While there is no data on the number of trans staff, there is a commitment in the plan that the Council will be a diverse workplace, which includes supporting the employment networks. One of these networks is the LGBT+ network, which provides support to trans members of staff. The employee network are also doing work around the Council and in the community to support LGBT+ groups and to tackle discrimination.

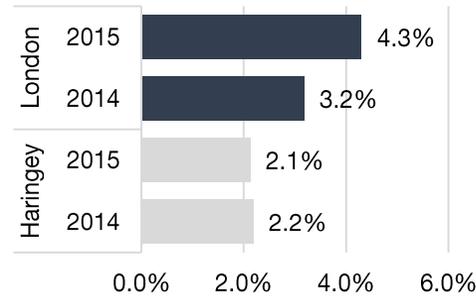
Marriage / Civil Partnership

Profile of Haringey Residents: Marriage and civil partnership

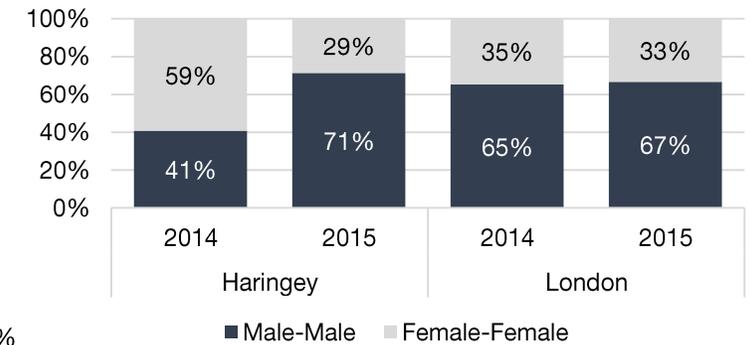
Civil Partnerships in Haringey



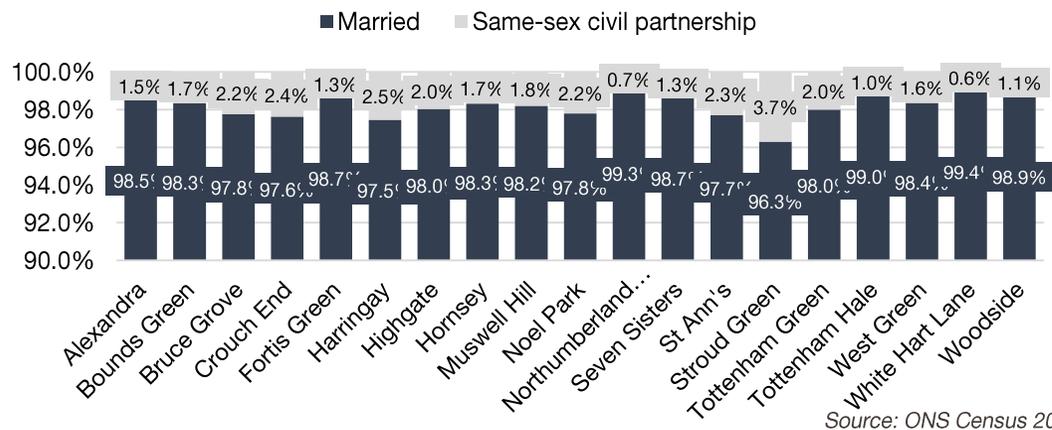
Same Sex Marriages as a proportion of all marriages



Same sex marriages in Haringey and London



All Marriages and Civil Partnerships, by Ward



Source: ONS Census 2011

- According to the 2011 census, 1,191 residents were in a same-sex civil partnership. ONS Census 2011
- 33.3% of residents aged over 16 are married. ONS Census 2011
- Since 2014, when same-sex marriage was legalised, the proportion of same-sex marriages taking place in Haringey has remained constant at just over 2%, substantially lower than the proportion of same-sex marriages taking place in London overall.
- Of the same-sex marriages that took place in 2015 there was a year-on-year increase in male same-sex marriages compared to a reduction in female same-sex marriages. This may have been impacted by the fact that same-sex marriage was legalised at the end of March 2014, and so the data for the full year was not comparative.
- Year on year the number of Civil Partnerships for same-sex couples have been decreasing since 2006. The sharpest decline was between 2013 and 2014 when civil partnerships in Haringey decreased by 75%. This may have been due to the legalisation of same-sex marriage in 2014. Overall the ratio of male same-sex civil partnerships is greater than female same-sex civil partnerships.

The proposals in the Borough Plan are designed to have a neutral impact on any inequalities arising from marriage and civil partnership.

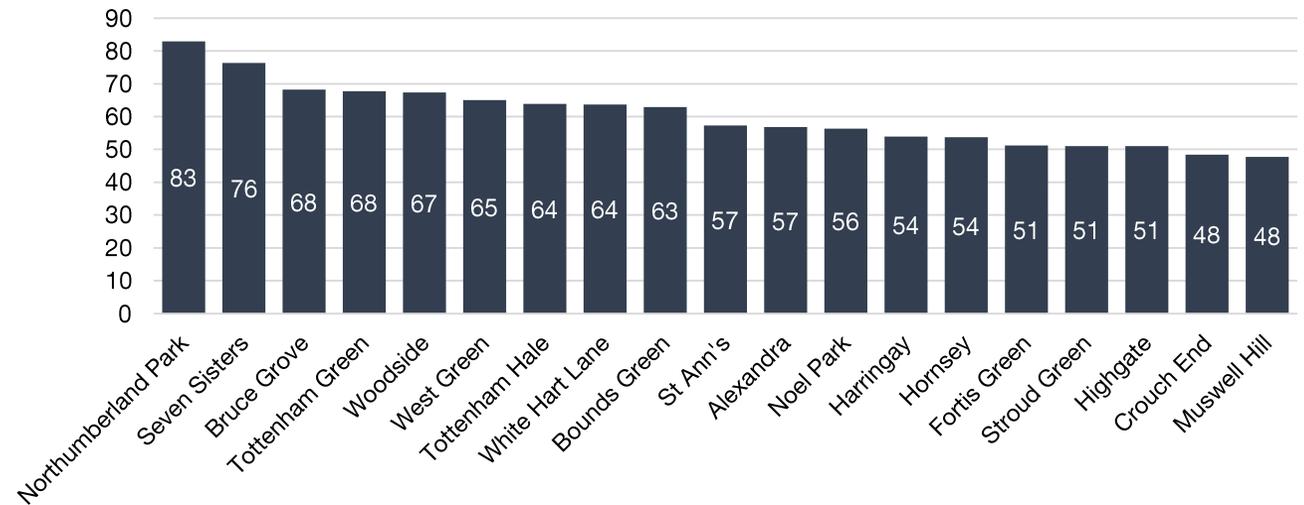
The data we hold across the key Borough Plan areas of Housing, People, Place, Economy and Your Council do not indicate any inequalities in the area of Marriage & Civil Partnership. We will continue to fulfil our commitments against this protected characteristic, and if any inequalities in this area emerge we will take the necessary steps to fix them.

Pregnancy / Maternity

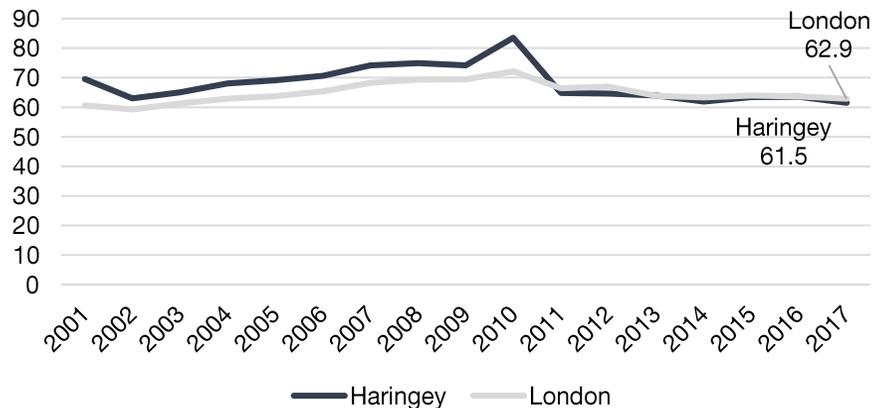
Profile of Haringey Residents: Pregnancy and Maternity

- Haringey's General Birth Rate (GBR) has generally decreased in line with London since 2001. The sharpest decrease was between 2010 and 2017 (26%).
- Northumberland Park has the highest birth rate, at 83 births per 1,000 women aged 15 to 44. The lowest birth rate was in Muswell Hill.
- Over half the infants born in Haringey in 2017/18 were being breastfed at 6-8 weeks after birth.

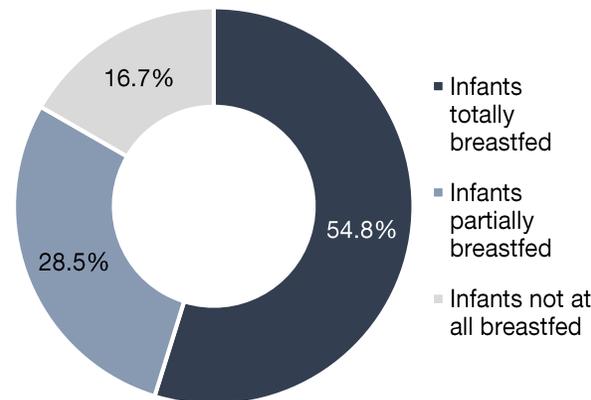
Number of live births per 1,000 women aged 15-44, by ward



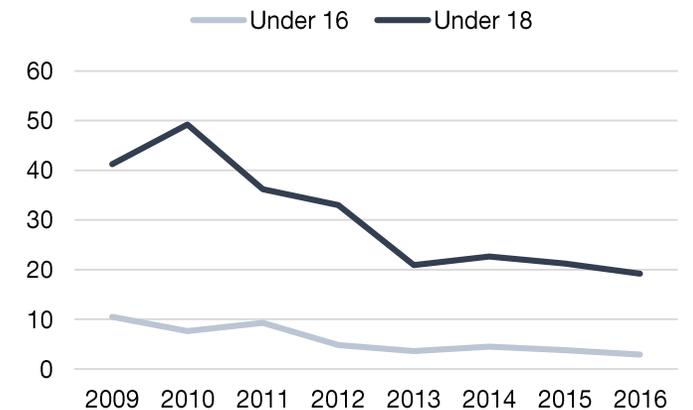
Number of live births per 1,000 women aged 15-44



Breastfeeding prevalence at 6-8 weeks after birth in Haringey



Rate of Teenage Conceptions



Existing Equalities Challenges People

Domestic violence can start during pregnancy and can have serious consequences, such as miscarriage.

OUTCOME 4: BEST START IN LIFE

20% of women in Refuge's services are pregnant or have recently given birth. *Refuge Performance Report, 2017-18*

Postnatal depression affects one in every ten women in the year after giving birth. *(NHS)*

Please also refer to low birth weight data on slide 8.

OUTCOME 8: STRONG COMMUNITIES

Violence against women and girls:

- Almost one in three women who suffer from domestic abuse during their lifetime report that the first occurrence of violence started during pregnancy. *A Safer City for Women and Girls Strategy 2018-2021, GLA*
- 18% of women known to be experiencing domestic violence during their pregnancy suffered repeated miscarriage. *Why Mothers Die - UK, RCOG 2004*
- 40-60% of women experiencing domestic abuse are abused during pregnancy. *Saving mother's lives, CEMACH, 2007*

Economy and Your Council

Nationally women have faced discrimination during pregnancy and maternity in the workplace.

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

- Around one in nine mothers (11%) reported that they were either dismissed; made compulsorily redundant, where others in their workplace were not; or treated so poorly they felt they had to leave their job.
- One in five mothers said they had experienced harassment or negative comments related to pregnancy or flexible working from their employer and /or colleagues.
- 10% of mothers said their employer discouraged them from attending antenatal appointments.

There is no evidence to suggest that this is the case for Council employees.

To note: There is no known data on pregnancy and maternity relating to Housing and Place.

The proposals in the Borough Plan are designed to have a positive impact on inequalities related to pregnancy and maternity.

People

There is a clear commitment to reduce violence against women, which will have a positive impact on women who are pregnant or within six months of giving birth.

There is an objective that all families will have a healthy start in life, which includes supporting parents to have healthy pregnancies and healthy babies through early and ongoing access to antenatal support.

The Borough Plan commits to effective support from health and community care services, at the earliest opportunity, with a focus on support for new mothers.

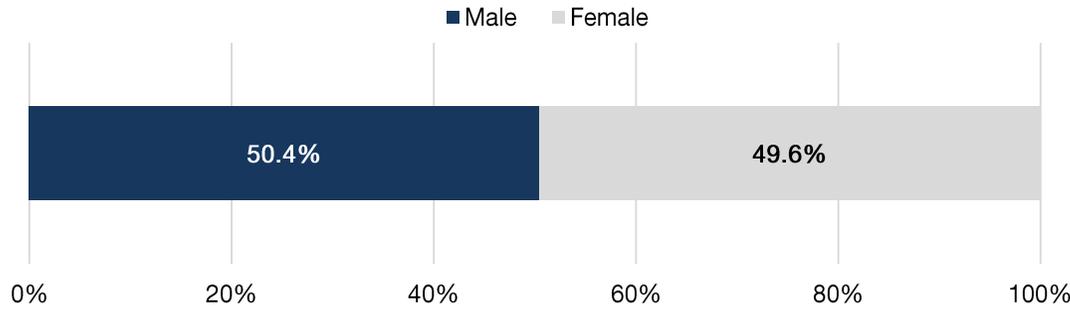
Your Council

The Borough Plan commits the Council to being an inclusive workplace, which includes support for part-time and flexible working, which will particularly benefit parents of young children.

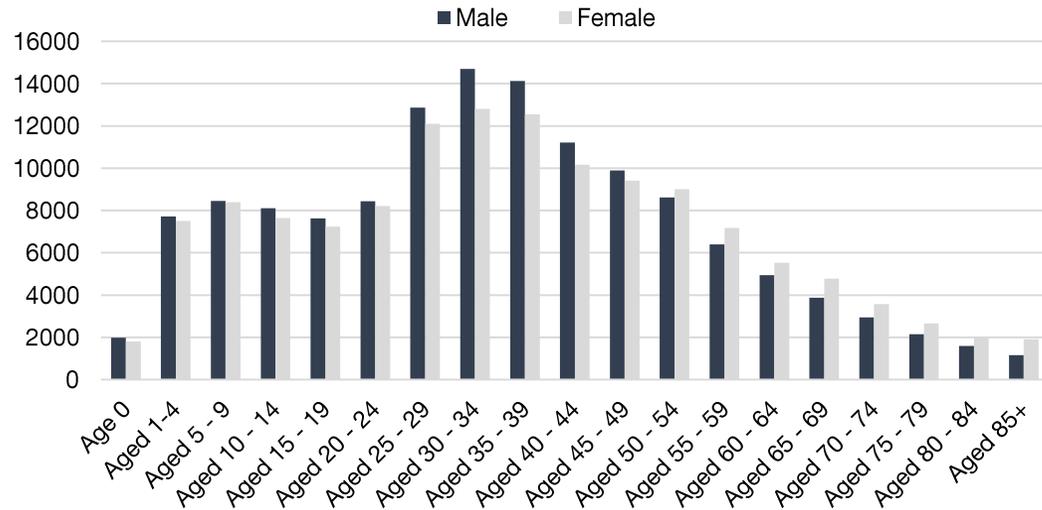
Sex

Profile of Haringey Residents: Sex

Total Haringey Population

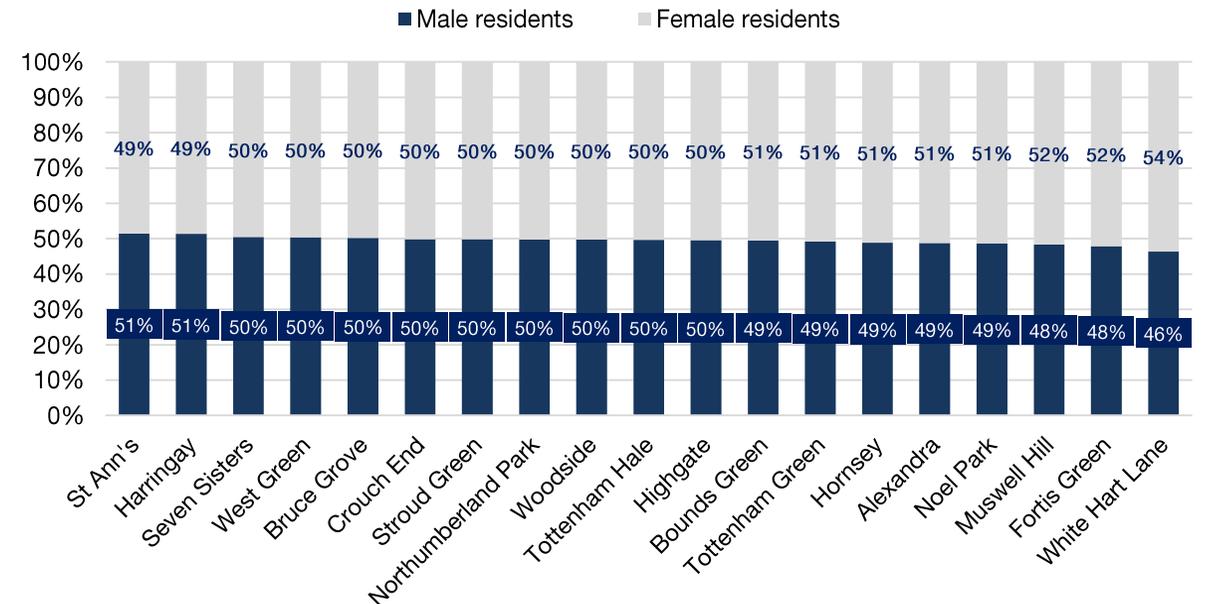


Haringey Population, by Sex and Age



- Although there are slightly more male residents than female residents in Haringey, there is a roughly 50/50 split;
- In all age groups up to age 49, males outnumber females, however at aged 50+ this trend is reversed and females outnumber males in each bracket. This is particularly evident among those aged 85+, where 62% of residents are female and 38% of residents are male;
- In most wards the roughly 50/50 trend of males to females is repeated. White Hart Lane stands out as an exception, with 54% female residents and 46% male residents.

Proportion of Male / Female Residents, by Ward



Existing Equalities Challenges: Housing

On the whole, females are more likely to be in council housing and temporary accommodation. However, a very high percentage of rough sleepers are male, though female rough sleepers can have more complex needs.

OUTCOME 1: WE WILL WORK TOGETHER TO DELIVER THE NEW HOMES HARINGEY NEEDS, ESPECIALLY NEW AFFORDABLE HOMES

- In Haringey male residents and female residents are equally likely to live in a home that is owner-occupied. However, male residents are slightly more likely to live in private rented accommodation than females (37% compared to 32%).
ONS Census 2011
- Where sex is known, 64% of residents in Haringey council homes (Homes for Haringey) are female-headed and 36% are male-headed. Female-headed households are also significantly over-represented in temporary accommodation (75% vs. 25%), and on Haringey's housing register (64% vs 36%).
Haringey Housing Service

OUTCOME 2: WE WILL WORK TOGETHER TO PREVENT PEOPLE FROM BECOMING HOMELESS, AND TO REDUCE EXISTING HOMELESSNESS

- In Haringey 90% of all households that were accepted as homeless in 2012/13-2015/16 were lone parent households. We know that the majority of such households are headed by females. More widely in London, 53% of households accepted as homeless in the same period were lone parent families.
Haringey Housing Service
- In line with the above, women make up the majority of individuals who approach Haringey's homelessness service for support. Over the course of 2017/2018, around three quarters of households in Temporary Accommodation (TA) have been female-headed, and around a quarter have been male-headed.
Haringey Housing Service, 2018

Existing Equalities Challenges: Housing

- Throughout London males are significantly over-represented among rough sleepers. In Haringey around 90% of the rough sleeping community tends to be male.
Haringey Housing Service
- Despite being less likely to sleep rough, female rough sleepers tend to be in poorer health. Across England, the average age of death of rough sleepers is 47 years old, compared to 77 for the general population, while for women it is particularly low at 43 years old. Female rough sleepers tend to have higher and more complex needs than men, including mental and physical health issues, substance use issues, offending histories and involvement in prostitution.

Haringey Housing Service

Existing Equalities Challenges: People

School attainment is higher among girls. Boys are more likely to be identified with special educational needs; be excluded from schools; be the victims and perpetrators of youth violence.

There are inequalities in life expectancy, women on average have a longer life expectancy although they have a shorter healthy life expectancy compared to men. Suicide rate is higher among men, data suggests depression, anxiety and suicidal thoughts are higher among women.

OUTCOME 4: BEST START IN LIFE

Girls tend to do better than boys in terms of attainment. This can be seen from a young age and persists through education:

- In 2017, 74% of children achieved a Good Level of Development in early years, which is in London top quartile. The gap in achievement between boys and girls was 10%; in 2017 69% of boys and 79% of girls achieved a good level of development. This gap is slightly lower than the national gap of 14%.

OUTCOME 5: HAPPY CHILDHOOD

- Violence - Young men in Haringey are particularly at risk of violence, with 75% of youth violence victims in the borough being male, while 25% are female MPS, year to September 2018

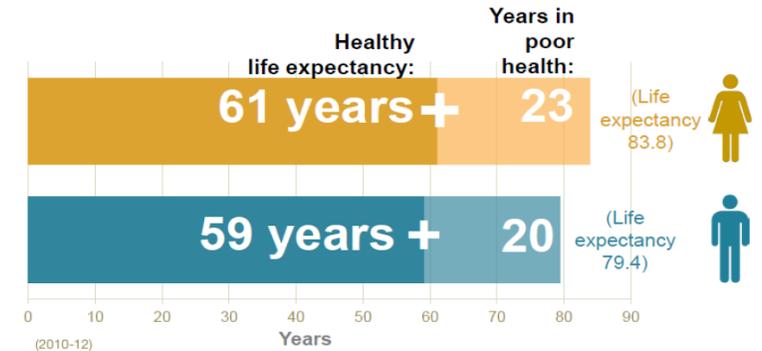
OUTCOME 6: EVERY YOUNG PERSON, WHATEVER THEIR BACKGROUND, HAS A PATHWAY TO SUCCESS FOR THE FUTURE

- School attainment - At school girls perform better than boys, with 46% of Haringey girls achieving a strong 9-5 pass at GCSE, and 41% of boys achieving the same DfE, GCSE Results 2016-17
- School Exclusion - Boys are more likely to be excluded than girls. In 2016/17 boys in Haringey accounted for 52% of the Y7-11 student population, but accounted for 74% of fixed term exclusions.
- Special Educational Needs - Boys are more likely to be identified with a special educational need. Across England, boys are more likely to be on SEN support than girls (16.2% of total school population, compared to 8.4% for girls) Public Health England, 2015-2017

Existing Equalities Challenges: People

OUTCOME 7: ALL ADULTS ARE ABLE TO LIVE HEALTHY AND FULFILLING LIVES

- Life expectancy - Women in Haringey have a longer life expectancy at birth than men (84.6 years compared to 80.1 years). Despite this, women's healthy life expectancy is shorter than men, and on average their last 20.7 years are spent in poor health compared to the last 15 years spent in poor health among men PHOF, 2014-16



Mental health

- In Haringey between 2013/14 and 2015/16, for every 100,000 male residents there was an annual average of 19 NHS hospital finished admission episodes with a primary diagnosis of drug related mental health and behavioural disorders, compared to 6 for every 100,000 female residents. Subsequently, males tend to make up around three quarters of the drug treatment population.
Statistics on Drug Misuse, NHS Digital 2017
- In Haringey there are more admission episodes for alcohol-related conditions among males (752 per 100,000 male residents) than females (474 per 100,000 female residents).
Public Health Outcomes Framework, 2017/18
 - In Haringey the suicide rate is significantly higher among men (15.2 per 100,000 residents) compared to women (4.7). Despite this, wider research suggests depression and anxiety are higher among women than men, and that females have more suicidal thoughts than men.
Public Health England, 2015-2017
 - The rate of admission episodes for mental and behavioural disorders due to use of alcohol is much higher among males in Haringey than females in Haringey (101.7 per 100,000 population compared to 29.8)
Public Health England, 2016-2017

OUTCOME 8: STRONGER COMMUNITIES

- Males are significantly more likely to be the perpetrators of domestic (86%) and sexual violence (97%) and women are more likely to be the victims (76% and 91% for domestic and sexual violence respectively).

Existing Equalities Challenges: Place

Females are also more likely to say they feel unsafe on public transport and when outside after dark.

Females make more journeys than males, though they are shorter on average.

Physical activity and active travel is more prevalent among males even though a greater number of females take journeys compared to males.

Males commit a higher proportion of crime and are more likely to reoffend.

OUTCOME 9: A HEALTHIER, ACTIVE AND GREENER PLACE

- Asthma is more common in young males than females. However, males are more likely to grow out of it and in adulthood more females are affected than males.

<https://www.asthma.org.uk/advice/manage-your-asthma/women/>

- The impact of air quality also appears to be bigger on males in adulthood, with Haringey's under 75 mortality rate from respiratory disease higher among males than females (35.5 per 100,000 residents, compared to 18.2 for females).

Public Health Outcomes Framework, 2015-17

OUTCOME 10: A CLEANER, ACCESSIBLE AND ATTRACTIVE PLACE

- According to TfL, females make a greater number of journeys per weekday than males, though these also tend to be shorter. Females are more likely to use the bus than males, and they are less likely to drive or cycle, and less likely to travel by train, tube or motorbike than males.

Understanding the travel needs of London's diverse communities: Women, TfL 2012 <http://content.tfl.gov.uk/women.pdf>

- Females are also more likely to have accessibility needs due to traveling with prams.

State of the Borough report

Existing Equalities Challenges: Place

OUTCOME 11: A CULTURALLY ENGAGED PLACE

- Male residents in Haringey are more likely to do any physical activity at least once a week (71% compared to 65% of females).
Haringey Residents Survey 2018

OUTCOME 12: A SAFER BOROUGH

- Females feel less safe on public transport than males. 65% say concerns over crime and anti-social behaviour affect the frequency of travel 'a lot/a little' after dark, compared to 45% of males.
Understanding the travel needs of London's diverse communities: Women, TfL 2012 <http://content.tfl.gov.uk/women.pdf>
- Among Haringey residents, females are more likely to say they feel unsafe when they are outside in their local area after dark (19.4%) than males (11.2%)
Haringey Residents Survey 2018
- Just over half (53%) of victims of crime in Haringey were male, with 47% female, according to Metropolitan police gender classifications.
- There does not appear to be a disparity between male and female residents' sense of community or feelings of isolation, living in Haringey.
Haringey Residents Survey 2018
- In Haringey 27% of male offenders go on to reoffend, compared to 17% of female offenders.
Proven Reoffending Statistics, Ministry of Justice 2014
- In England and Wales, 91% of homicides are committed by men. The majority of all homicides are male on male (59%). Around a third are male on female (32%), while 6% are female on male, and 3% are female on female homicides.
Homicide Index, Home Office 2015
- Two females are killed by their current or former partner every week in England and Wales.
ONS 2016 - Homicide

Existing Equalities Challenges: Economy

Although unemployment among males in Haringey is slightly higher than that of females, there are more economically active males than females.

Males generally earn more than females, with the gender pay gap varying by profession. Full time employed females in Haringey tend to earn less than their male counterparts. In London females are more likely to earn below the London Living Wage, this trend is reversed for part-time employed females.

OUTCOME 14: ALL RESIDENTS HAVE ACCESS TO TRAINING AND SKILLS DEVELOPMENT OPPORTUNITIES AND MORE PEOPLE ARE SUPPORTED INTO WORK

- The rate of unemployment among males aged 16-64 in Haringey is slightly higher than the rate among females of the same age (7.4% vs 6.8%). Males in Haringey are more affected by unemployment than females, comparative to London. Across the capital, the male employment rate is a third less, at 4.9% for males, while it is a fifth lower for females than it is in Haringey, at 5.5%. ONS Annual Population Survey, 2017/18
- The rate of residents aged 16-64 who are economically active is higher among males (81%) than females (69%). Although this trend is also seen across London, the gap is exaggerated in Haringey (in London 84% of males are economically active and 72% of females are). ONS Annual Population Survey, 2017/18
- 84% of males in Haringey are economically active compared to 74% of females. NOMIS WEB 2018

Existing Equalities Challenges: Economy

OUTCOME 15: A BOROUGH WITH MORE QUALITY JOBS WITH OPPORTUNITIES FOR PROGRESSION

- Among full-time employees in London, females are more likely to earn below the London Living Wage (LLW) than males (16% vs 13%). However, this trend is reversed among part-time workers, where females are substantially less likely to earn below the LLW than males (46% vs 58%).
[A Fairer London Report](#), GLA 2015
- Female full-time workers in Haringey earn £500 gross a week on average, compared with £632 for male full-time workers
Annual Survey of Hours and Earnings via Nomis 2018

Existing Equalities Challenges: Your Council

Females are over-represented in the council's workforce, accounting for 66% of all staff. However, among top earners there is an even split of male to female staff members, reflecting the wider borough population.

Female staff are more likely to be involved in grievance cases, and are more likely to take redundancy.

OUTCOME 19: WE WILL BE AN ABLE, POSITIVE WORKFORCE WITH THE SKILLS NEEDED TO DELIVER FOR HARINGEY

HARINGEY COUNCIL WORKFORCE

66% of Haringey Council staff are female

34% of Haringey Council staff are male

GRADE LEVEL

50% of Haringey's top earners are female

59% of lowest earners are female, while 41% are male (Scale 1 to Scale 5)

FORMAL PROCEDURES

Female members of staff make up 78% of grievance cases

LEAVING REASON GROUPS

66% of those who resigned were female

76% of those who took redundancy were female

The proposals in the Borough Plan have been designed to have a positive impact on inequalities relating to sex.

Housing

Creating affordable homes and reducing the number of households in Temporary Accommodation should have a particularly positive impact on females.

People

The Borough Plan has a specific commitment to significantly reduce the levels of violence against women and girls.

Improvement in early years and educational outcomes, as well as a reduction in youth violence and social exclusion should all disproportionately benefit males.

The commitment to improve healthy life expectancy, will particularly benefit females, who have lower healthy life expectancy.

Place

The commitment to a Safer Borough will benefit both sexes, but with a particular impact on females, who are less likely to feel safe; and on men (especially young men), who are more likely to be both victims and perpetrators of crime.

Economy

Males in Haringey are more likely to be affected by unemployment than females, meaning that the outcome of improving access to training and skills development opportunities and supporting more people into work will be particularly beneficial for this group.

Our initiatives around improving the uptake of LLW in the borough will be beneficial for females in particular, who tend to earn less than males and are more likely to earn below the LLW.

Your Council

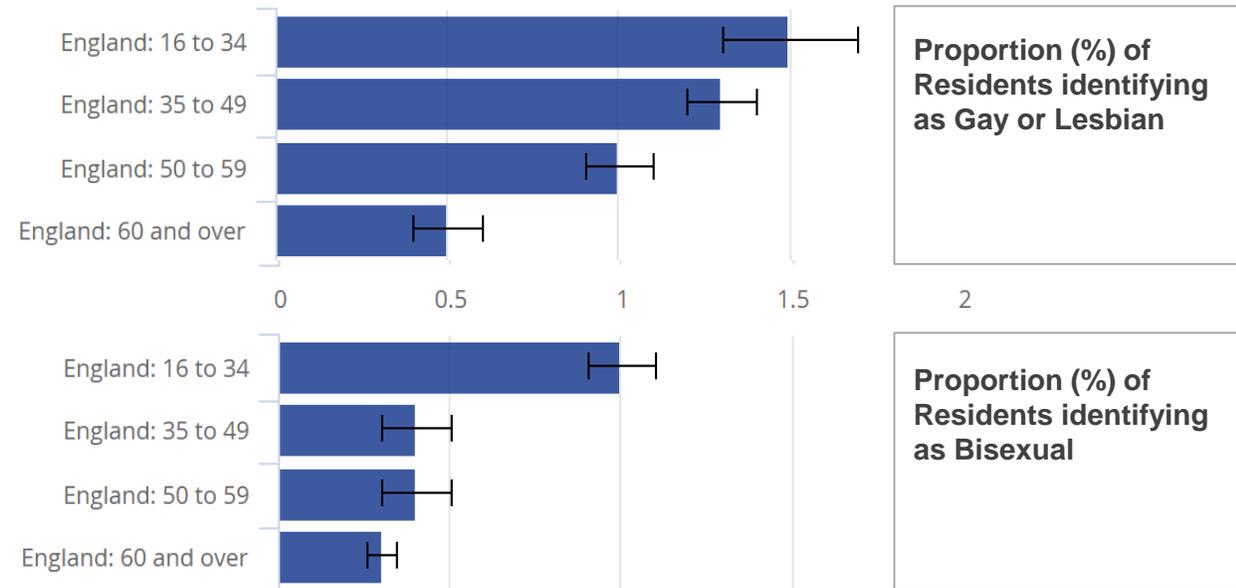
While the Council has a good representation of both male and female employees, females are slightly over-represented among the lowest earning staff, and our commitment to increasing inclusivity and diversity in the workforce will benefit females in particular.

Sexual Orientation

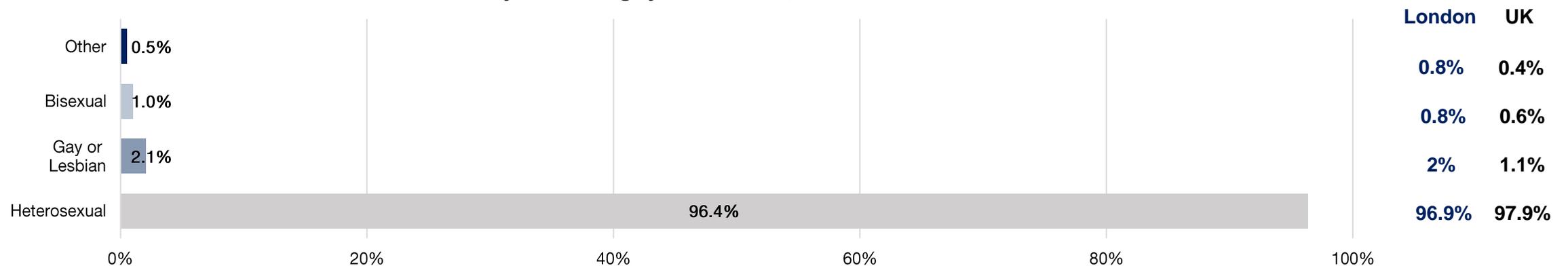
Profile of Haringey Residents: Sexual Orientation

- 3.6% of residents in Haringey identify as Gay, Lesbian, Bisexual or another non-Heterosexual sexuality. Within this group just over half identify as Gay or Lesbian, just over one in four identify as Bisexual, and around one in seven identify as 'Other'.
- While these figures are broadly in line with the rest of London, compared to the UK Haringey has a larger population identifying in every category except Heterosexual.
- Across England, younger people are more likely to identify as Gay, Lesbian or Bisexual with 2.5% of those aged 16 to 34 identifying themselves in this group, and less than 1% identifying themselves in this group among those aged over 60.

Sexual Orientation of Residents in England, by Age



Sexuality of Haringey Residents, 2013 to 2015



Existing Equalities Challenges: Housing

The LGBTQ+ community is over-represented in the young homeless population, often due to prior experiences of familial rejection and abuse.

National housing benefit regulations for under-35s may impact negatively on LGBTQ+ residents who are more vulnerable to discrimination in shared house settings.

ROUGH SLEEPING

- Under-35s in receipt of housing benefits are only eligible for a shared rate. This is of particular concern for young LGBTQ+ residents that are more vulnerable to discrimination in shared housing settings. [Shelter https://england.shelter.org.uk/housing_advice/benefits/benefits_for_under_35s_in_shared_housing](https://england.shelter.org.uk/housing_advice/benefits/benefits_for_under_35s_in_shared_housing)
- LGBTQ+ people comprise up to 24% of the young homeless population nationally. Albert Kennedy Trust 2017
- 69% of LGBT homeless young people have experienced familial rejection, abuse and violence. [LGBT Youth Homelessness: A UK National Scoping of Cause, Prevalence, Response & Outcome](#), Albert Kennedy Trust 2015

Existing Equalities Challenges: People

LGBT residents report lower than average levels of wellbeing, with bisexual residents reporting the lowest levels.

One in three LGBT people have experienced violence in the home, and the LGBT community represents a higher than recommended proportion of all referrals to the Safelives domestic abuse service.

LGBT residents are more likely to experience hate crime and discrimination in schools and wider community settings.

They are more likely to use harmful substances, such as smoking and taking illegal drugs.

OUTCOME 7: ALL ADULTS ARE ABLE TO LIVE HEALTHY AND FULFILLING LIVES

- Mental health and well-being
 - While the LGB community is likely to report lower levels of life satisfaction and happiness than heterosexuals in the UK, bisexuals report the lowest levels among this group. [Annual Population Survey 2012-2015](#), ONS
- Physical health
 - Lesbian, Gay and Bisexual people in the UK are more likely to smoke than heterosexual people (25% vs 18%). LGBT people are also significantly more likely to use illegal drugs. Integrated Household Survey 2014 / Home Office 2014
 - There is a higher risk of cardiac disease, diabetes and cancer amongst BME lesbian and bisexual women. The Health and Wellbeing of Lesbian, Gay, Bisexual and Trans Londoners

Existing Equalities Challenges: People

OUTCOME 8: STRONG COMMUNITIES

- **LGBT residents are more likely to experience hate crime**

- **LGBT Londoners are less likely to feel welcome on the London Underground compared to Londoners in general (33% and 44% respectively).**

Understanding the travel needs of London's diverse communities: Disabled People, TfL 2014

- **Services or community centres which might offer medical or social support are often in the very areas with a reputation for homophobic, bi-phobic and transphobic street abuse or harassment for example, the local Haringey LGBT arts organisation offers an LGBT specific drop-in service but this is situated in Wood Green, an area considered unsafe by many LGBT people**

"Are we meeting the needs of older LGBT people in Haringey?" – A report by Opening Doors London

- **25% of older lesbian, gay and bisexual people have experienced discrimination, hostility and poor treatment from tradespeople and other services because of their sexual orientation.**

Lesbian, gay and bisexual people in later life, Stonewall – 2011

- **Across the country three in five lesbian, gay and bisexual over 55s are not confident that social care and support services would be able to understand and meet their needs.**

Lesbian, gay and bisexual people in later life, Stonewall – 2011

- **Domestic violence - In Haringey, 5.4% of referrals to Multi-Agency Risk Assessment Conference were victim/survivors who identify as LGBT which is above Safelives' recommended level of 5%**

"Are we meeting the needs of older LGBT people in Haringey?" – A report by Opening Doors London

Existing Equalities Challenges: Economy

Gay men have lower income than heterosexual men, while for gay women this trend is reversed.

Many from the LGBT community choose not to be open about their sexual or gender identity at work.

ECONOMY – OUTCOME 14: A borough where all residents have access to training and skills development opportunities and more people are supported into work

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

Sexual Orientation and Labour Market Outcomes, Anglia Ruskin and IZA World of Labour 2014

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

National LGBT Survey 2018, Government Equalities Office

Existing Equalities Challenges: Your Council

Haringey's workforce is reflective of the wider Haringey community, with between 3% and 4% of staff identifying as gay, lesbian or bisexual. The Council has an active LGBT+ network to support our staff.

YOUR COUNCIL - OUTCOME 19: WE WILL BE AN ABLE, POSITIVE WORKFORCE WITH THE SKILLS NEEDED TO DELIVER FOR HARINGEY

HARINGEY COUNCIL WORKFORCE

Where sexual orientation is recorded at the council:

76% are heterosexual

1.5% are gay men

1.2% are bisexual

1% are lesbian

20.7% prefer not to say

We recognise that the data available is not comprehensive. The council is committed to fulfilling our equalities commitments in this area and we have an active LGBT+ network that provides support to this community working at Haringey.

There are a number of objectives in the Borough Plan that will have a positive impact on the LGBT+ community. On a case by case basis, the Council will need to take this group and their needs into account in order to ensure that they benefit from different planned initiatives. The proposals in the Borough Plan are designed to have a positive impact on inequalities relating to sexual orientation.

Housing

Haringey Council is committed to ending street homelessness by 2022. This will benefit the LGBT community in particular, who are over-represented among rough sleepers.

The Council will ensure that new developments provide affordable homes with the right mix of tenures to meet varied needs across the borough, and to improve overall housing support. The landlord licensing scheme and associated enforcement will also help to improve housing in the private rental sector. These changes will improve the overall affordability and quality of housing, which will improve housing options for this group.

People & Place

This group experiences disproportionate levels of discrimination, and reports lower levels of happiness and life satisfaction. The Council's strategy to work with businesses to promote social and community campaigns, and initiatives aimed at strengthening social cohesion, will help to improve relationships across Haringey's different communities, and in turn will help to reduce discrimination.

The Council has also made a commitment to reduce violence against women and girls, which in turn will support females in this group who are more vulnerable to domestic violence.

Economy

The Council's work with local businesses to improve cohesion will extend to creating inclusive working environments for staff, reducing all types of discrimination.

Your Council

The Council will remain committed to inclusivity, and to improve the visibility, awareness and inclusion of Haringey's LGBT staff and community.

A Note on Intersectionality

We are aware that, in addition to the protected characteristics identified above, there are groups of people who have clusters of protected characteristics, which are particularly correlated with poorer outcomes. The Borough Plan has been designed with the aim of reducing inequality for these groups in particular.

This includes:

- Female BAME lone parents
- Young black boys
- Older people with health and social care needs
- Older LGBT residents facing homelessness and social isolation
- LGBT youth facing homelessness
- BAME women in temporary accommodation