

Appendix 12 - Equality Impact Assessment Budget Report (2020/21) and Medium Term Financial Strategy 2020/21 – 2024/25

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1. Introduction

1.1. Purpose of report

This report considers the implications of the proposals in the 2020/21 Budget Report and Medium-Term Financial Strategy Proposals (MTFS) on groups of residents who share the protected characteristics defined in the Equality Act 2010.

Wherever relevant, service areas have carried out EqlAs for each individual MTFS proposals. This report considers the cumulative impact of those savings and the ways in which negative impacts across the Council might be minimised or avoided. In addition, this report considers the wider context internal and external to Haringey Council in terms of potential equalities impact.

1.2. Public Sector Equality Duty

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

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

The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty. These are sometimes referred to as the three aims or arms of the general equality duty.

Haringey Council also has specific duties to publish information to demonstrate compliance with the Equality Duty, at least annually; and to set and publish equality objectives, at least every four years. This includes publishing information relating to people who are affected by our policies and practices who share protected characteristics

Haringey Council undertakes Equality Impact Assessments (EqlAs) on significant changes to policy or services and decisions that may impact on individuals or groups protected under the Equality Act 2010.

Equality Impact Assessments enable to Council to:

- Demonstrate due regard for the provisions of the Public Sector Equality Duty
- Identify possible negative impacts of decisions on individuals and groups with protected characteristics and plan mitigating action accordingly
- Identify additional opportunities to advance equality within policies, strategies, and services

Haringey Council guidance stipulates that EqlAs should:

- Contain enough relevant information on the groups likely to be affected by a decision to enable the Council to demonstrate that it has had due regard for the aims of the equality duty in its decision making
- Consider ways of mitigating or avoiding any adverse impacts

EqlAs need to be proportionate to the decision being made. All proposals for changes in policy, practice, procedure, budgets are screened to establish whether a full EqlA is needed to inform the decision-taker.

Further [detail on EqlAs in Haringey Council, including contextual information, published EqlAs and how to complete an EqlA](#) is available on the Haringey website¹.

1.3. Equalities profile of Haringey

The total population of the borough is 254,926 according to the 2011 Census.

In terms of equality, demographics break down as follows:

Gender:

- There is a relatively equal gender split in Haringey, just over half of the population is female (50.5%), in line with England and London

Age:

- Haringey has a relatively young population with a quarter of the population under the age of 20
- 91% of the population is aged under 65 (89% London; 83% England)

Ethnicity:

- Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities (55% for London; 20% England)
- The proportion of non-White British communities varies across the different wards from 35.2% in Muswell Hill to 83.4% in Northumberland Park

Religion:

- Haringey is one of the most religiously diverse places in the UK
- The most common religion was Christianity, accounting for 45% of residents (London 48.4%; England 59.4%)
- The next most common religions were Muslim (14.3%) – higher than London (12.3%) – and Jewish (3%)
- Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively)

¹ Haringey Council. 2020. *Equality Impact Assessments (EqlA)*. [ONLINE] Available at: <https://www.haringey.gov.uk/local-democracy/about-council/equalities/equality-impact-assessments-eqla>. [Accessed 27 January 2020].

- A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%)

Disability:

- 14% of residents have a long-term health problem that limits their day to day activity, lower than England but in line with London
- 5.7% of residents report being in bad health, slightly higher than England and London

Marital Status and Civil Partnership

- Haringey has a higher proportion of couples in a registered same sex civil partnership than England and London: 0.6% or 1,191 residents (London 0.4%; England 0.2%)

Sexual Orientation

- As per the ONS Integrated Household Survey, 3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this would equate to 6,491 residents

Further detail on the [equalities profile of Haringey](#) is available on the Haringey website².

2. Internal context

2.1. Borough Plan 2019-2023: Equality Principles and Objectives

The Borough Plan 2019-2023 sets the Council's objectives for the next four years. In addition to these, the Plan presents a set of Equality Principles reflecting Haringey Council's commitment to the principles of equality and opportunity, fairness and quality of life for all, both in terms of the work carried out with the community and in the role as an employer:

1. Work with residents and employees to create communities which are able to come together, value diversity and challenge discrimination
2. Actively talk to community groups who are made up of and/or support people with protected characteristics
3. Work alongside the wider voluntary sector, statutory partners and local businesses to promote equality of opportunity and foster good relations
4. Continue to monitor and assess the impact of our strategies, policies, programmes, projects and commissioning on equalities
5. Improve and strengthen the collection and use of equality data, so that we can seek to improve outcomes for groups with protected characteristics
6. Continuously seek to improve our approach to promoting equality, drawing on best practice from elsewhere, input from our staff equality networks and feedback from our residents

² Haringey Council. 2019. *Equalities Profile of Haringey*. [ONLINE] Available at: https://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf. [Accessed 11 January 2019].

7. Ensure that the requirements of the Equality Act are well communicated in the borough; starting conversations about equalities at the earliest opportunity; and fostering an environment where everyone understands their responsibilities under the Act

The Borough Plan 2019-23 also sets out four Equality Objectives:

1. To narrow the gap in outcomes
2. To identify and reduce violence that has a disproportionate impact on particular communities and groups
3. To support the development of strong communities
4. To have a diverse workforce at all levels of the organisation

2.2. Review of Fees and charges

Every year the Council reviews the level of fees and charges levied on service users. Where increases were proposed for 2020/21, relevant services conducted equality screenings on their proposals. In a few instances, the equality screenings identified small impacts and proposed satisfactory mitigating actions. In four cases the initial screening pointed at the possibility of the proposal impacting on the Council's Equality Duty and therefore the relevant service carried out full EqIAs. These assessments demonstrated that the proposals were robust and any negative impacts could be mitigated. These assessments are accessible [at this link](#).

2.3. Council Tax Reduction scheme

Following the abolition of Council Tax Benefit by the then Conservative-Lib Dem coalition UK Government in 2013, many of the lowest income households in Haringey became liable to pay at least 19.8% of the Council Tax charge according to the band in which their property falls.

In response to the abolition of Council Tax Benefit at a national level, local Council Tax Reduction Schemes have been developed by individual local authorities. Haringey Council developed its own Council Tax Reduction Scheme (CTRS) in 2012/13 and decided to protect working-age claimants on a prescribed disability-related or disability premium. Those working age claimants received the same maximum level of CTR as those of pensionable age (100%).

As an enactment of the new administration's commitment in 2018 to redistribute the burden of Council Tax, Haringey Council amended its 2019/20 CTRS in order to provide more financial support to working age claimants with children and so re-instating extra support for over 6,000 families in Haringey on low income. The CTRS has been maintained for 2020/21.

The maximum level of Council Tax Reduction continues to be 100% for pensioners and working age claimants in receipt of disability related benefits.

An EqIA on the proposal demonstrated there was no potential for discrimination or adverse impact.

2.4. Council Tax rise

We are proposing to increase council tax by 1.99% (£2m), plus the 2% precept allowed by national government to fund adult social care (£2m). For nine years Haringey's council tax was frozen, except for three years of the adult social care precept. The proposed rise will create an additional £4m to deliver local services.

3. External context

The impact of the council budget proposals cannot be seen in isolation. The challenging economic climate is also likely to impact on some groups who share the protected characteristics and add to the cumulative impact of council proposals.

A more detailed view of the impact of tax and welfare reform is offered in subsection 3.1 below.

3.1. Impact of tax and welfare Reform

Tax and welfare reforms brought forward by the UK Government since 2010 have had an impact on equality.

The Equality and Human Rights Commission conducted an analysis^[4] of these welfare reforms (both implemented and proposed) and related government spending decisions as well as of the potential impacts on different groups protected under the Equality Act 2010. The key findings of this analysis are:

Overall, changes to taxes, benefits, tax credits and Universal Credit (UC) announced since 2010 are regressive, however measured – that is, the largest impacts are felt by those with lower incomes. This is true even when increases in gross earnings from the NLW are taken into consideration.

Those in the bottom two deciles will lose, on average, approximately 10% of net income, with much smaller losses for those higher up the income distribution.

Moreover, the changes will have a disproportionately negative impact on several protected groups, including disabled people, certain ethnic groups, and women:

^[4] Equality and Human Rights Commission. 2018. *The cumulative impact of tax and welfare reforms*. Available at: <https://www.equalityhumanrights.com/en/publication-download/cumulative-impact-tax-and-welfare-reforms>. This report is a cumulative impact assessment of the distributional impacts of tax and spending decisions on people sharing different protected characteristics. The analysis covers all policy changes made between May 2010 and January 2018, which will have been implemented by the financial year 2021–22.

- Negative impacts are particularly large for households with more disabled members, and individuals with more severe disabilities, as well as for lone parents on low incomes.
- For some family types, these losses represent an extremely large percentage of income. For example, for households with at least one disabled adult and a disabled child, average annual cash losses are just over £6,500 – over 13% of average net income.
- The impact of changes to direct taxes and benefits is to reduce the income of Bangladeshi households by around £4,400 per year on average.
- At an individual level, women lose on average considerably more from changes to direct taxes and benefits than men. Women lose about £400 per year on average, and men only £30, although these figures conceal very substantial variation within both genders.
- Lone parents in the bottom quintile (bottom fifth) of the household income distribution lose around 25% of their net income, or one pound in every four, on average.
- On average, disabled lone parents with at least one disabled child fare even worse, losing almost three out of every ten pounds of their net income. In cash terms, their average losses are almost £10,000 per year.
- Around one and a half million more children are forecast to be living in households below the relative poverty line as a result of the reforms.

In addition, there will be particularly negative impacts on intersectional groups who experience multiple disadvantages (for example, lone parents with disabled children).

These negative impacts are largely driven by changes to the benefit system, in particular the freeze in working-age benefit rates, changes to disability benefits and reductions in UC rates. The changes are also likely to lead to significant increases in the number of children below a minimum acceptable standard of living.

4. Cumulative EqIA of Medium-Term Financial Strategy and Savings Proposals

4.1.MTFS proposals

Since 2010, Haringey Council has seen a 62% real terms reduction in government funding, with the central government grant funding reduced by £123.7m in real terms.

Our funding has been reduced for 10 years in a row against a background of rising demand, particularly for Adults' and Children's Services and services related to homelessness, including temporary accommodation. Across the country, local authorities are seeing a similar pattern.

This financial challenge significant, but we are committed to delivering budget reductions as fairly as possible and minimising the direct impact on residents who need the most support. To help us do this we developed a set of guiding principles:

- Identify where we are spending money on things that are not a stated priority
- Identify commercial, income-generating or invest to-save options
- Identify alternative ways of meeting people's needs
- Identify opportunities for contract efficiencies or changes to service levels
- Continue to invest in early help or preventative services where they deliver a clear benefit
- Closer integration of revenue and capital expenditure in decision making
- To set realistic budgets that recognise the realities of the service pressures that we face

The MTFS proposals considered in this report put forward budget reductions totalling £14.3m. Looking beyond next year to future financial years, the forecast is that the Council will still have to put in place further budget reductions of £23.3m.

The budget reduction proposals that have been developed through the budget setting process are summarised below:

People (Children's Services)

The proposals include plans for a new delivery model for public health services, combining the Health Visiting Service, the School Nursing Service and Family Nurse Partnership programme

People (Adult Services)

The service has two proposals. One is a service redesign of public health services, the other relates to the closure of Osborne Grove Nursing Home and its redevelopment as a new expanded facility that supports more people.

Place – Clean and Safe borough

Proposals include major savings from transforming the way we control parking in the borough making it easier to buy permits and more efficient for the council to run the service, a scheme for licensing privately rented homes and enforcing existing rules designed to limit the damage caused by the heaviest and most polluting vehicles.

Housing & Economy – Housing, Growth and Employment

Proposals include setting up a new Community Benefit Society as a way of providing housing to those most in need, and changes to the way services are funded.

Your Council – Enabling Savings

Proposals include a major investment in our libraries to maximise their use, ways of generating additional income from filming and advertising contracts, and improving the efficiency of services.

More detail on the budget reduction required and how the Council is intending to save over the next 5 years is available [on the Haringey website](#)³.

4.2. Assessing impact of MTFs proposals on equalities

The extent of the assessment of the MTFs proposals in terms of impact on equalities breaks down as follows:

- 37 were deemed not to require a full EqIA
- 8 had a full EqIA conducted

4.2.1. Proposals with full EqIAs conducted

8 MTFs proposals had a full EqIA conducted.

The table below shows the detail of the 8 MTFs proposals that had a full EqIA conducted:

| Priority name | Title | Positive Impacts Identified | Negative Impacts Identified | Mitigating actions identified |
|----------------------------|---|--|---------------------------------|-------------------------------|
| People (Children's) | 0-19 year old public health commissioned services | Yes: Sex, Age, Disability, race | None | N/A |
| People (Children's) | SEND Transport | Yes: Age, Disability | None | N/A |
| People (Children's) | Positive Families Partnership | Yes: Sex, Age, Disability, Race | None | N/A |
| People (Children) | PAUSE Project | Yes: Sex, Age, Race, Pregnancy & Maternity | None | N/A |
| People (Adults) | Osborne Grove Redevelopment | Yes: Sex, Age, Disability, Race, Religion | Yes: Sex, Age, Disability, Race | Yes |
| People (Adults) | Public Health Lifestyles Service | None | None | N/A |
| Place | Selective Licensing Scheme | Yes: Sex, Age, Disability, Race, Religion, Pregnancy & Maternity | None | N/A |
| Place | Parking Transformation Programme | Yes: Sex, Age, Disability, Race, Pregnancy & Maternity | Yes: Age, Disability | Yes |
| Total | | 7 | 2 | 2 |

³ Haringey Council. 2020. *Budget Proposals*. [ONLINE] Available at: <https://www.haringey.gov.uk/local-democracy/policies-and-strategies/your-haringey-your-future/budget-proposals> . [Accessed 27 January 2020].

4.2.2. Proposals for which EqiAs do not apply

With regards to those proposals for which an equality assessment does not apply:

- 31 went through fresh EqIA screening with the result of no full EqIA required
- 6 were reported not to require any equality assessment given that the proposals involve staffing arrangements

4.3. Mitigation of impact of MTFS on equalities

There are several ways in which the Council has worked to prevent or mitigate the potential impacts of MTFS proposals on equalities:

- The Council has mitigated impact by ensuring as far as possible that MTFS proposals taken forward align with the principles listed at para. 4.1.
- Where MTFS proposals had a full EqIA conducted, the proposals were found to be measures that would advance equality of opportunity for groups who share the protected characteristics. Where negative impacts were identified they tended to be relatively short-term and/or minor in nature. In these cases, the relevant proposals were all assessed as being proportionate means of achieving legitimate aims. Measures tailored to the relevant proposals are outlined in the EqIAs to mitigate for any potential negative impact.

5. Summary

Since 2010, Haringey Council has seen a 62% real terms reduction in government funding, with the central government grant funding reduced by £123.7m in real terms.

Our funding has been reduced for 10 years in a row against a background of rising demand, particularly for Adults' and Children's Services and services related to homelessness, including temporary accommodation. Across the country, local authorities are seeing a similar pattern.

The MTFS proposals considered in this report put forward budget reductions totalling £14.3m. Looking beyond next year to future financial years, the forecast is that the Council will still have to put in place further budget reductions of £23.3m.

In line with the Equality Act 2010 and in order to ensure that proposed budget reductions do not have a negative impact on equality within Haringey, the Council has completed the following process:

- The Council has focused as far as possible on achieving savings through efficiencies and income generation. In doing so, the aim has been to minimise cutting frontline services.
- The Council has evaluated the impact of MTFS proposals following the appropriate equality impact assessment (EqIA) process, conducting equalities screenings and full EqIAs where appropriate and proportionate to the proposal.
- For MTFS proposals where full EqIAs have been applicable and where potential impacts on equalities been identified, EqIAs have been completed. These set out both positive and negative impacts and mitigating measures for any negative impacts
- The Borough Plan 2019/2023 contains Equality Principles and Objectives that set the Council's approach to reducing inequality and advancing equality of opportunity. Budgets and savings proposals have been developed with these in mind.

6. Appendix 1: Record of MTFS proposals and equality assessment conducted

This appendix contains a spreadsheet listing all MTFS proposals providing a description of the proposal, the all years' net savings figure and the extent to which assessment of equalities impact has been conducted for each proposal.

7. Appendix 2: Compilation of all full EqIAs conducted for MTFS proposals

This appendix contains the 10 full EqIAs conducted for MTFS proposals in one single document.