

**Report for:** Overview and Scrutiny Committee

**Title:** Haringey Race Equality Report

**Report authorised by :** Richard Grice, Director of Customers, Transformation, and Resources

**Lead Officer:** Jean Taylor, Head of Policy, 0208 489 1383  
Hugh Smith, Policy & Equalities Officer, 0208 489 3540

**Ward(s) affected:** All

**Report for Key/  
Non Key Decision:** N/A – Report for Noting

**1. Describe the issue under consideration**

This report highlights work undertaken to date to analyse and understand racial inequality in Haringey, and the Council's approach to reducing inequalities.

**2. Input Requested from O&S**

It is requested that the Overview and Scrutiny Committee note the contents of this report

**3. Haringey Race Equality Reports**

In 2017/18, Council officers worked in partnership with the Runnymede Trust to draft a Race Equality Scorecard for Haringey. The Runnymede trust had previously completed scorecards for other London boroughs, including Greenwich and Croydon. The Runnymede Trust had been awarded funding from Trust for London to complete additional scorecards, including one for Haringey.

Officers from Haringey's Policy Team liaised with Runnymede Trust to agree the scope of the scorecard and some of the draft content. Staffing and resource constraints within the Runnymede Trust prevented them from progressing the Haringey scorecard to publication.

In February 2019, the Council published its Borough Plan 2019-23 with an Equalities Impact Assessment (EqIA), which drew on the work carried out by Runnymede Trust. This EqIA sets out inequalities affecting groups who share each of the nine characteristics protected under the Equality Act 2010 across the full range of Council and partnership services and functions. This EqIA can be accessed here:

[http://www.minutes.haringey.gov.uk/documents/s107023/ Borough%20Plan%20EQIA\\_FINAL.pdf](http://www.minutes.haringey.gov.uk/documents/s107023/ Borough%20Plan%20EQIA_FINAL.pdf)

The Borough Plan EqIA includes a chapter on inequalities affecting various BAME communities in Haringey, London, and the UK. This chapter is included

as an appendix to this report. This chapter includes the following topics that a Runnymede Race Equality Scorecard would cover:

- Hate Crime
- Educational Attainment
- School Exclusions
- Homelessness
- Home Ownership
- Overcrowding
- Obesity
- Mental Health

In addition, the EqIA covers inequalities relating to:

- Council Housing
- Private Rented Sector
- Traveller sites
- Childcare
- Severe health conditions, including circulatory and respiratory diseases
- Substance misuse
- Access to green space
- Physical activity
- Air pollution
- Social isolation
- Suspects and victims of crime
- Youth justice
- Welfare and benefits
- Economic activity, including employment and NEET rates
- Qualifications
- Earnings
- Haringey Council workforce

The Borough Plan EqIA does not include data relating to the following topics, which would be covered by a Runnymede Race Equality Scorecard:

- Stop and Search
  - This data is available from the Metropolitan Police Service's Stop & Search Dashboard, here: <https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>
  - Disproportionality in Stop and Search is a topic that has been addressed by the Haringey Fairness Commission
- Reoffending
  - This data is published quarterly by the Ministry of Justice. The latest data release can be accessed here: <https://www.gov.uk/government/statistics/proven-reoffending-statistics-january-to-march-2018>
- Free School Meals
- Support for the BAME third sector

Haringey Council is committed to the principles of equality of opportunity, fairness and quality of life for all, both in terms of how we work with the community and in our role as an employer. The Council want to foster an inclusive Haringey, where everyone in the Council and in the wider community

is valued and treated fairly and with respect, whatever their background or circumstances; and where everyone is able to freely be who they are.

The Council continues to take a robust approach to equalities. This involves taking steps to make all services as inclusive as possible, considering the impacts of all decisions and initiatives on individuals and groups who share characteristics protected by the Equality Act 2010, and consulting and engaging with communities. More information about our approach to equalities, our equality principles, and our equality objectives can be found [here](#).

#### **4. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)**

##### **Finance**

N/A

##### **Procurement**

N/A

##### **Legal**

N/A

##### **Equality**

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

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

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.

#### **5. Use of Appendices**

Appendix 1: Borough Plan Equalities Impact Assessment: Race

#### **6. Local Government (Access to Information) Act 1985**

Borough Plan 2019-23 Equalities Impact Assessment.