

# Equality Impact Assessment

## 2022-23 Budget and 2022-2027 Medium Term Financial Strategy

January 2022

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# 1. Introduction

## 1.1. Purpose of report

This report considers the implications of the proposals in the 2022/23 Budget and 2022-2027 Medium-Term Financial Strategy Proposals (MTFS) report 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 impacts of the proposals, including the ways in which any 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 website<sup>1</sup>.

### 1.3. Equalities profile of Haringey

According to the 2011 census, which is at this point in time our most reliable source of socio-demographic data, the total population of the borough is 271,222.

In terms of equality, demographics break down as follows:

Sex:

- There is a relatively equal split by sex in Haringey, just over half of the population is male (50.7%), 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 5<sup>th</sup> most ethnically diverse borough in the country. 67.1% of the Haringey population are from a BME group or Other White ethnic groups compared to 60.7% in London.
- Around 16.5% of residents in Haringey are from Black ethnic groups and one in ten are Asian (10.3%)
- 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 Islam (14.3%) – higher than London (12.3%) – and Judaism (3%)

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<sup>1</sup> Haringey Council. 2021. *Equality Impact Assessments (EqlA)*. [ONLINE] Available at: <https://www.haringey.gov.uk/local-democracy/about-council/equalities/equality-impact-assessments-eqla>. [Accessed 7 January 2021].

- Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively)
- 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

#### Gender reassignment:

- We do not have reliable figures for people who have undergone or are planning to undergo, gender reassignment or who identify as trans.

Further detail on the [equalities profile of Haringey](#) is available on the Haringey website<sup>2</sup>.

## 1. Internal context

### 1.1. Borough Plan 2019-2023: Equality Principles and Objectives

The Borough Plan 2019-2023 sets the Council's objectives for these 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

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<sup>2</sup> Haringey Council. 2021. *Equalities Profile of Haringey*. [ONLINE] Available at: [https://www.haringey.gov.uk/sites/haringeygovuk/files/equalities\\_profile\\_of\\_haringey.pdf](https://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf). [Accessed 7 January 2021].

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
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

In December 2020 the Council published its Recovery and Renewal framework for refreshing the Borough Plan, accessible [at this link](#). This framework includes 'Equality and Fairness' as a prominent principle that the Council needs to consider in the context of Covid-19, and which needs to be central to future strategic planning.

## 1.2. Review of Fees and charges

Every year the Council reviews the level of fees and charges levied on service users. There are no new significant charges proposed as part of this draft budget report. The default position will be that fees and charges will increase in line with inflation (3.5%), except where there are good reasons to depart from this. The limited changes set out within this report have all been subject to equalities screening. Where the screening process has identified a potential disproportionate impact for protected groups, or see a fee increase above inflation (3.5%) for the resident a full EqIA has been completed.

This has resulted in one full EqIA being completed for registrars. The result of the Registrars full EqIA process has not identified any potential for discrimination or adverse impact. Registration services are delivered in compliance with government rules, regulation and law. Statutory fees are available to ensure accessibility and amending some of the fees, as proposed, will not affect the statutory provision for the services offered by the registration team. The fee proposals will enable a fair and sustainable service to be delivered with a range of appointment days, times and variation of services to meet specific needs. Legislation has provision for fees to be waived on the grounds of compassion and hardship to further ensure accessibility and fairness to all. For an increase of fees above inflation experienced by commercial organisations such as developers and business an EqIA has not been completed.

## 1.3. 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%).

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 2022/23, but with some proposed changes to simplify and stabilise our scheme for working-age residents, including automating the claims process for residents who are awarded Universal Credit. These proposals will be brought forward to Full Cabinet alongside the budget report in March 2022.

If the proposal is implemented, we estimate most working-age residents would receive the same support as now with approximately 6% receiving a slightly smaller amount of support (average £32 per year/62p per week) and approximately 6% receiving a slightly higher amount of support (average £36 per year / 69p per week).

On balance, it is considered that this would have a positive effect on residents by making the scheme more accessible and reducing the number of bills.

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.

#### 1.4. Council Tax rise

The council is proposing to increase council tax by 1.99% (the threshold set by government is 2%) and a further Adults Social Care Precept of 1% (the maximum allowed by Government), which give a total Haringey Council Tax charge increase of 2.99% for 2022/23. The Council Tax Reduction Scheme will provide financial assistance with Council Tax bills for residents who are on a low income or less able to pay.

### 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 and a more detailed view of the impact of Covid-19 is offered in subsection 3.2.

#### 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.

In 2018, the Equality and Human Rights Commission conducted an analysis<sup>[4]</sup> 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.
- Moreover, the changes will have a disproportionately negative impact on several protected groups, including disabled people, certain ethnic groups, and women:
- 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.
- 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.

### 3.2. Impact of Covid-19

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<sup>[4]</sup> 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.



The Covid-19 pandemic has both thrown into focus the significant inequalities experienced by our residents (in particular, health inequalities) but it also risks exacerbating these inequalities and reducing the life chances for some. The Council undertook a Community Impact Assessment in 2021 to inform the Recovery and Renewal framework for refreshing the Borough Plan. The assessment is available [at this link](#).

Key findings of this assessment include:

- The Covid-19 pandemic and the lockdown have highlighted and exacerbated existing inequalities and had a detrimental impact on the social determinants of health, raising the likelihood of long-term health inequalities among groups of people who are already vulnerable or marginalised
- Older people, Black people, migrants, people with disabilities, and people from disadvantaged socio-economic backgrounds have been more affected by the Covid-19 virus in terms of illness and deaths
- BAME communities have been relatively disadvantaged in terms of physical and mental health, housing, household incomes, employment, and food security
- Gender inequalities have deepened during the lockdown. While men have been more likely to die from Covid-19, women have been more economically disadvantaged. Black women have been disadvantaged to a greater extent.
- The lockdown restricted access to services, including education, healthcare and social support. The impact of this has been particularly acute for children and people with disabilities and/or serious health conditions.
- School closures have exacerbated existing inequalities in children's access to, experience of, and attainment in education
- Unemployment and reliance on benefits has increased at an unprecedented rate. Young people, BAME people, women, and people on lower incomes are more likely to have lost their jobs
- Household incomes have been negatively affected, with people living on lower incomes experiencing the largest proportionate drop in income

Haringey has received c.£5m from the Government since December 2020 via a number of grants (the COVID Winter Grant Scheme/ Covid Local Support Grant/ Household Support Fund) to support residents experiencing financial difficulty as a result of Covid-19's economic impacts. This funding has been carefully targeted at those groups of residents who we understand to be disproportionately affected, including as a result of their pre-existing financial circumstances. See [here](#) for more detail.

### 3.3. Current financial and economic context for Haringey

During the pandemic, government interventions significantly protected household incomes and some residents (on mid or higher income) have been able to reduce spending over last 18 months. Welfare reforms including the £20 UC uplift, increase in Local Housing Allowance (LHA), and the suspension of the Minimum Income Floor (MIF) have been key to protecting income levels.

Over the course of 2021, cuts have created a new benefits squeeze, as the £20 Universal Credit uplift (worth up to £1,040/year; an average 12% of entitlement) has ended; the Minimum Income Floor has been removed; and, Local Housing Allowance (LHA) has been frozen in real terms at 2020 rates. The October budget 2021 included some good news for



working residents, introducing an 8% cut to the taper rate for those on Universal Credit; and, increasing the National Minimum Wage by 6.6%. We estimate that c.17,000 Haringey residents on Universal Credit and in employment may benefit.

But, overall, more will lose than will gain from these changes: c.24,000 Haringey residents in receipt of universal credit but not in employment will not gain from changes to the taper rate or increases to the minimum wage. Across the country, Resolution Foundation predicts that 3 out of 4 families on Universal Credit will still lose more from the £20 cut than they will gain from the changes announced in the Budget.

This is against a backdrop when we know that residents will be facing renewed challenges as cost of living rises (especially as a result of inflation and increases in fuel costs) and some support is cut.

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

### 4.1. MTFS proposals

The council has continued its work to support residents, communities, and businesses in the face of Covid's impacts, in both the short and long term. Government funding has contributed to many of the direct costs of Covid, but the increased levels of needs across the borough and the resulting demand on our services have had an impact on our approach to financial planning.

We have approached the financial planning process differently for the 2022/23 MTFS, with our ongoing change agenda in mind alongside the longer-term budgetary landscape, which will require further savings to be delivered in future years. Directing improvements in government grant funding to addressing essential budget growth and a considered use of one-off reserve funding would enable the Council to have more time and space to determine this new programme of change required to address its future funding gap, which will also align with the launch of the Council's new Borough plan, and better align with any funding changes which are announced from the government's review of funding in the sector.

The budget growth proposals for 2022/23 will allow us to alleviate pressures in our main demand led services (Adults, Children's, and temporary accommodation) while bolstering budgets to support organisational change needed to meet longer term structural funding gaps.

While no new budget reduction proposals are proposed for 2022/23 in line with the agreed financial planning strategy, further detail on the Council's future funding challenge is available on the [Haringey website](#).

A set of new growth proposals are set out in this report which will ensure we can meet the needs of our most vulnerable residents, including women and girls impacted by domestic and other forms of violence, tackle the climate emergency, expand our coproduction capabilities, and support long-term development of Haringey's public realm.

The proposals developed through the budget setting process are summarised below:

### *People (Adults)*

There are three key proposals. The first is an investment in services to support women and girls at risk of domestic abuse and other forms of violence. The other two proposals relate to investing in Adults' Social Care to deal with pressures relating from inflation, demographic growth, and Covid-19, and to facilitate increased commissioning capacity.

### *People (Children)*

Proposals will support the service in growing its offering. First, proposed investment will support increased placements capacity for children in social care, as well as alleviating cost pressures resulting from increased case numbers and demand levels. Investment will also help the commissioning and brokerage functions of the service respond to the increased demand resulting from the pandemic, as well as support the creation of an in-borough residential care facility.

### *Place*

Proposed investment will improve Haringey's public realm – from initiatives to plant and maintain more trees, improve highways draining, support waste services, upgrade lighting, and diversify the Haringey landscape through wildflower meadow planting, to road safety initiatives, environment and climate investment, and other internally-facing upgrades that will enable colleagues to undertake their Place-related work more effectively.

### *Housing and Economy*

Proposals include increased investment in temporary accommodation, and funding to support the production of the Local Plan and the procurement and establishment of digital inclusion facilities supporting access to services and work-related training.

### *Your Council*

The primary proposal is to increase council tax by 1.99% and levy the 1% Adults Social Care Precept, anticipated to raise an additional £3.4million to deliver local services. Other proposals cover the costs of running local elections, statutory functions sustainability, costs of Council Landlord function, improved self-service capabilities, including automation and data management, Council building asset management, costs of the Civic Centre and Annex project, and a capital contingency.

## 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:

- 33 were deemed not to require a full EqIA at this stage

- 5 had a full EqlA conducted

The table below shows the detail of all of the MTFS proposals, noting where a proposal has had a full EqlA conducted and a summary of the findings set out therein:

## People – Adults

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Violence against Women and Girls	No	<p>Sex – will support needs of at-risk female residents.</p> <p>Age – potential to reduce risk for girls as well as mothers.</p> <p>Race and Ethnicity (intersecting with Religion) – specific services will be tailored to needs of at-risk women and girls from BAME communities, recognising distinct needs of these communities and challenges in delivering appropriate and effective services.</p>	Sex – services not anticipated to address violence against men in domestic violence scenarios at this time.	Yes – continued provision of services that support all genders and sexual orientation, including LGBTQ+.
Adults' Social Care – budget growth	No	<p>Age – anticipate positive impact of service expansion on older residents</p> <p>Disability (including SEN) – service expansion will also benefit disabled residents, who are overrepresented in groups who are within the care of Adults' Services</p> <p>Race and Ethnicity – likely to have positive impact for BAME communities given overrepresentation</p>	None	N/A

		within Haringey population		
Adults' Social Care – Commissioning/ Brokerage Capacity	No	<p>Age – anticipate positive impact of service expansion on older residents</p> <p>Disability (including SEN) – service expansion will also benefit disabled residents, who are overrepresented in groups who are within the care of Adults' Services</p> <p>Race and Ethnicity – likely to have positive impact for BAME communities given overrepresentation within Haringey population</p>	None	N/A

## People – Children

Title	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Children's Social Care – Placements Growth	No	<p>Sex – growth of placements service will benefit both male and female children in our care and allow for us to better meet individual needs which may relate to their gender.</p> <p>Age – expansion of service will allow us to better meet needs of at-risk children across age groups.</p> <p>Disability (including SEN) – overrepresentation of children with SEN and other disabilities cared</p>	None	N/A

		<p>for by service means expansion will have positive impact for them. Expansion will allow us to meet increased complexity of children's needs, including as they relate to this protected characteristic.</p> <p>Race and ethnicity – overrepresentation of BAME communities among children in our care. Expansion of service likely to enable us to meet increased numbers and complexity of needs, which may relate to cultural and racial background.</p>		
Brokerage and Quality Assurance for Children and Young People	No	<p>Sex – investment in commissioning and brokerage functions will benefit both male and female children in our care and allow for us to better meet individual needs which may relate to their gender.</p> <p>Age – increased capacity will allow us to better meet needs of at-risk children across age groups.</p> <p>Disability (including SEN) – overrepresentation of children with SEN and other disabilities cared for by service means expansion will have positive impact for them. Expansion will allow us to meet increased complexity of children's needs, including as they relate to this protected characteristic.</p>	None	N/A

		<p>Race and ethnicity – overrepresentation of BAME communities among children in our care. Expansion of brokerage and commissioning function likely to enable us to procure services which better meet increased numbers and complexity of needs, which may relate to cultural and racial background.</p>		
<p>Children's Social Care – meeting rising case numbers and costs pressures</p>	No	<p>Sex – investment to respond to rising case numbers and costs pressures will benefit both male and female children in our care and allow for us to better meet individual needs which may relate to their gender.</p> <p>Age – increased capacity will allow us to better meet needs of at-risk children across age groups, with expansion of services like the Young Adults Service ensuring needs of this age group are met.</p> <p>Disability (including SEN) – increasing overrepresentation of children with SEN and other disabilities cared for by service means expansion will have positive impact for them, particularly in broadening capacity of relevant professionals who provide them with support. Expansion will allow us to meet increased complexity of children's needs,</p>	None	N/A

		<p>including as they relate to this protected characteristic.</p> <p>Race and ethnicity – overrepresentation of BAME communities among children in our care. Investment in service is likely to enable us to better meet the needs of BAME children and families who rely on our services,</p> <p>Socio-economic background – proposed growth e.g., to free school meals provision will support needs of children, and their families, who are vulnerable to longer term impacts of pandemic and facing unemployment and poverty. This intersects with race and ethnicity, with more BAME families likely to face socio-economic disadvantage.</p>		
Creation of in borough residential care facility	No	<p>Sex – creation of in borough care facility will benefit both male and female looked after children and allow for us to better meet individual needs which may relate to their gender.</p> <p>Age – facility will allow us to better meet needs of at-risk children across age groups.</p> <p>Disability (including SEN) – overrepresentation of children with SEN and other disabilities cared</p>	None	N/A



		<p>for by service means expansion will have positive impact for them. Expansion will allow us to meet increased complexity of children's needs, including as they relate to this protected characteristic.</p> <p>Race and ethnicity – overrepresentation of BAME communities among children in our care. Expansion of service likely to enable us to meet increased numbers and complexity of needs, which may relate to cultural and racial background.</p>		
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## Place

Title	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Proactive tree maintenance	No	This investment will allow the Council to meet rising costs for tree maintenance and maintain the tree stock. This has been assessed to have a neutral equalities impact, effecting all residents of the Borough equally.	None	N/A
Community Safety and Waste Service and Contract Changes	No	This investment will allow the Council to meet future cost pressures in contracts for Waste and CCTV provision. This has been assessed to have a neutral equalities impact, affecting all residents of the Borough equally.	None	N/A

Highways Drainage Cleansing and Maintenance	No	This additional in-year funding will enable an enhanced gully maintenance programme. This has been assessed to have a neutral equalities impact, as the new operating model aims to deliver a greater frequency of cleaning and maintenance in both the 'Critical Drainage Areas', and outside of them, covering the borough in its entirety.	None	N/A
Environment/cli mate investment	No	<p>This investment covers a number of different projects and programmes. An early analysis of potential equalities impacts of each constituent part are assessed below.</p> <p>Climate Change, Air Quality and Community Co-Design</p> <p>This funding relates to the establishment of additional staff post(s) to develop a corporate approach to climate change, with a focus on community co-design and co-production. Subject to more detailed definition of the role, and further equalities analysis this is anticipated to have potential positive benefits for groups with protected characteristics.</p> <p>Following an approach already established via the Community Carbon Fund, carbon reduction</p>	None	N/A

		<p>projects across the Borough can be married with meeting the PSED, by ensuring that community participation is targeted at groups with protected characteristics, and that the benefits accrue to these groups. Further analysis and scoping will be required to determine which of the groups with protected characteristics can be targeted, and how they will benefit depending on projects chosen.</p> <p>Community co-production of small greenspaces</p> <p>This funding relates to the creation of parklets, to be designed in conjunction with the community. Subject to detailed project scoping, and further equalities analysis, this is anticipated to have benefits for multiple groups with protected characteristics. Areas in the East of the borough which have lower than London average tree cover are also those with higher concentrations of ethnic minority residents and higher rates of poverty. Targeting additional greening at these areas could have therefore have positive equalities impacts. Similarly, the process of participation and co-design with</p>		
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		<p>communities across the Borough could have positive equalities impacts, if participation is inclusive of groups with protected characteristics.</p> <p>Graffiti Pro Active Service</p> <p>This investment is for additional graffiti removal services. This is assessed to have a neutral equalities impact, as it will affect all residents equally</p> <p>Recycling Officer Post</p> <p>This investment is for a recycling officer. This is assessed to have a neutral equalities impact, as it will affect all residents equally.</p>		
Parks Asset Management	No	Replacement of assets at the end of current life span allows for continued use and access to green spaces and amenities. This is assessed to have a neutral equalities impact, as it will benefit all parks users and residents equally.	N/A	
Active Life in Parks	No	Replacement of assets at the end of current life span allows for continued use and enjoyment of sporting, play and outdoor fitness facilities. This is assessed to have a neutral equalities impact, as it will benefit	N/A	

		all users and residents equally.		
Building and Site Facilities at New River Sports and Fitness	Yes	<p>Maintenance and improvement of the facilities forms part of the Council's responsibilities as part of its direct management. This is assessed to have the following positive impacts:</p> <p>Sex: Direct management will enable a programme of activities to explicitly redress the current imbalance whereby men and boys are the predominant users of New River.</p> <p>Age: Direct management will enable a programme of activities to explicitly redress the current imbalance, whereby under-35s are the primary users of the Centre. Targeted outreach and activities will be designed to enable greater participation of older people.</p> <p>Disability: Current data on usage by disabled people is limited, but the Council has an explicit aspiration to increase participation of disabled people via bespoke activities, training and outreach.</p> <p>Race and ethnicity: Direct management will allow for better data collection on the user</p>	None	N/A

		profile of the Centre, which in turn should allow the Council to target more effectively its efforts to widen participation from under-represented groups.		
Security (Body Cameras and Radios)	No	The purchase of body cameras and radios for staff engaged in security works at public sites. This is assessed to have no positive or negative equalities impacts		
Parks Leased Buildings	No	This scheme will bring buildings within the Parks estate to a compliant EPC rating of E. This is assessed to have no positive or negative equalities impacts		
OFM (vehicles)	No	This scheme is to replace the vehicles currently hired from Veolia with Council owned vehicles. This is assessed to have no positive or negative equalities impacts.		
Parkland Walk Footbridge Replacement Work	Yes	Age – improved accessibility via the addition of a ramp and re-designed steps will have a positive impact on elderly users who may suffer from limited mobility. Improved natural surveillance via re-design of the bridge may also address the disproportionately higher fear of crime among older Haringey residents.	None	N/A

		<p>Sex – enhanced natural surveillance may mitigate the disproportionately higher fear of crime among women in Haringey.</p> <p>Disability – enhanced natural surveillance may mitigate the disproportionately higher fear of crime among disabled Haringey residents. Improved accessibility via ramp and new stairs will allow for greater enjoyment of Parkland Walk for disabled residents.</p> <p>Pregnancy and maternity – Improved accessibility via ramp and new stairs will allow for greater enjoyment of Parkland Walk for pregnant women with limited mobility and those with pushchairs and prams.</p>		
Street Lighting Maintenance	No	<p>This bid is for additional resource to supplement existing investment plan. The Street Lighting Investment Plan has been assessed to have the following positive impacts:</p> <p>Age: Improved colour rendering through installation of LED lights will improve visibility at night, and hence could improve perceptions of safety for young adults and older people who are known to feel less</p>	<p>The implementation of the works programme may have the following negative impacts:</p> <p>Age: Reduced accessibility on the footway while works are taking place, impacting younger children and</p>	<p>Schemes will be individually planned and undertaken to minimise disruption, including taking place when footways are less likely to be in use, and at a time when lighting is less likely to be needed. Communicati</p>



		<p>safe in the Borough at night.</p> <p>Sex: Improved visibility at night through upgrades of the lighting stock could improve perceptions of safety for women, who are known to feel less safe in the borough at night.</p> <p>Disability: Improved visibility at night through upgrades of the lighting stock could improve perceptions of safety for disabled people, particularly those who are visually impaired, and are known to feel less safe in the borough at night. Improvements to active travel infrastructure, with enhanced lighting, may encourage less car use at night, and hence improve air quality for those with respiratory illnesses.</p> <p>Race and ethnicity: Greater activation of public spaces through enhanced visibility, accessibility, and hence increased natural surveillance and social interaction may have a positive impact on crime rates and anti-social behaviour, which are higher in the East of the Borough. BAME residents are over-represented in the East of the Borough, so could benefit disproportionately from improved lighting.</p>	<p>older people with limited mobility. Individual streetlights will have reduced functionality while upgrades are taking place – this may impact those with a greater fear of crime disproportionately, such as older people or young adults.</p> <p>Disability: Reduced accessibility on the footway while works are taking place may impact those with limited mobility as a result of disability or long-term illness. Individual streetlights will have reduced functionality while upgrades are taking place – this may impact those with a greater fear of crime disproportionately, such as disabled people</p> <p>Pregnancy and maternity: Reduced</p>	<p>on and engagement will be undertaken, and necessary adjustments for groups with protected characteristic will be made on a case-by-case basis.</p>
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			<p>accessibility on the footway may impact those using pushchairs or prams for infants.</p> <p>Sex: Individual streetlights will have reduced functionality while upgrades are taking place – this may impact those with a greater fear of crime disproportionately, such as women.</p>	
Upgrade Parks Lighting	No	<p>This scheme is additional investment beyond planned maintenance – conversion to LEDs, installation of a CMS and replacement of columns at the end of life cycle. Subject to further project scoping and detailed planning of individual schemes, more detailed equalities analysis will be carried out on a project-specific basis. At present it is assessed to have a neutral equalities impact.</p>		
Tree Planting (Street and Greenspace Greening Programme)	No	<p>Increase in funding will allow the Council to maintain a net neutral position in its tree stock. Additional funding to be leveraged will allow tree planting to be increased to net positive position.</p>		

		This is expected to have a neutral equalities impact, as it will benefit all residents equally.		
Waste (street Washing/Cleaning Equipment)	No	Purchase of different equipment to enable greater efficiencies to be found. This is assessed to have no positive or negative equalities impacts.	None	N/A
Highways Asset Maintenance Programme	Yes	<p>The Highways Investment Plan was developed following the development of the Local Implementation Plan. LIP3 was subject to an EQIA which assessed the following impacts.</p> <p>Age: Improved accessibility to amenities and facilities will disproportionately benefit younger children and older people who need greater adjustments to footways to travel independently. Safer roads, lower congestion and resulting improvements in air quality will benefit older people and young children who are at greater risk from respiratory illnesses.</p> <p>Disability: Improved accessibility and improvements in air quality will benefit those with both limited mobility and those with respiratory illnesses.</p>	<p>Age: Older people with limited mobility due to age who are dependent on travel by car may be affected adversely disproportionately by changes to highways aimed at increasing active travel. Disruption due to programming of works may impact those reliant on cars disproportionately.</p> <p>Disability: Disabled people who are reliant on car travel may be disadvantaged by changes to highways aimed at increasing active travel. Disruption due</p>	Consultation and engagement will be carried out such that residents are able to plan alternative routes during periods of disruption, while also having the opportunity to feedback on individual schemes so as they can be mitigated on a case-by-case basis

			to programming of works may impact those reliant on cars disproportionately. Works to upgrade footways may also impact residents with limited mobility who may not be able to find or take alternative routes as easily.	
Road Casualty Reduction	Yes	<p>The Council has committed to improving conditions for vulnerable road users, cyclists and pedestrians in the Borough. The development of a strategy to reduce road casualties is assessed to have the following potential positive equalities impacts</p> <p>Age – 20–29-year-olds are more likely to be killed or seriously injured than other age groups. Improving road safety would have a positive impact on this group.</p> <p>Disability – disabled people are five times more likely to be injured as a pedestrian than non-disabled people. Improving road safety would have a positive impact on this group.</p> <p>Race and ethnicity – Non-white Londoners</p>	None	N/A

		are twice as likely to be injured on the roads as white Londoners. Non-white children are 1.5x more likely to be killed or seriously injured on the roads than white children in London. Improving road safety would have a positive impact on this group.		
Wildflower Meadow Planting	No.	This has been assessed to have a neutral equalities impact.	None	N/A

## Economy and Housing

Title	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Temporary Accommodation	No	<p>Age – recognising that certain age groups are at greater risk of facing loss of their housing, increased provision should have a positive impact.</p> <p>Sex – single parents, who are more likely to be women, face increased pressures in the wake of the pandemic and the impact on the economy coupled with legacy issues faced by single parents in balancing child-related costs with wider costs of living. Increased provision should have a positive impact for this group in particular.</p> <p>Race and ethnicity – BAME groups are more</p>	None	N/A

		<p>likely to have faced economic difficulties in wake of the pandemic given overrepresentation of BAME groups in transient, insecure and / or lower-paid roles, making them more vulnerable to accommodation pressures. Increased temporary accommodation provision should have a positive impact for these groups.</p> <p>Socio-economic background – linked to race / ethnicity, BAME communities are also more likely to face socio-economic disadvantage with increased pressures on security of their housing. Temporary accommodation provision will improve experiences of these groups.</p>		
Planning Policy and Production of Local Plan	No	<p>All protected characteristics – production of Local Plan will improve Place-related outcomes for all residents, including those with protected characteristics.</p> <p>Development process includes engagement and consideration of needs of all protected groups to ensure Local Plan meets needs of marginalised groups as part of meeting wider planning outcomes.</p>	None	N/A

'Out of the Box' outreach services	No	<p>Age – proposed services will support digital inclusion for all residents, having a particularly positive impact on older residents who are more likely to face digital exclusion. Will also enable digital access for younger residents who might be digitally excluded for socio-economic reasons.</p> <p>Race and ethnicity – BAME groups are more likely to face economic difficulties and may therefore face digital exclusion. Outreach services that are co-designed with partners to maximise access are likely to facilitate access for these groups.</p> <p>Socio-economic background – planned provision via the service will provide advice on poverty and financial hardship related issues, supporting residents facing socio-economic disadvantage in addressing these challenges.</p>	Limited reach of initial outreach services means provision may not be accessible to all of those in need	Pop up of service supports rotation across venues and locations across the borough, maximising reach
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## Your Council

Title	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Running Local Elections	No	Neutral: This funding is to cover the estimated costs of running the Local Council Elections in 22/23 and 26/27 which	None.	N/A.



		are not funded via Government grant.		
Back Office Statutory Functions Sustainability	No	Neutral: This will provide adequate back office statutory functions to adequately support and advise the organisation.	None.	N/A.
Council Landlord Functions Pressures	No	Yes: This growth is to allow essential additional investment in Council properties and to deal with backlogs in maintenance/repairs and will benefit those in Council properties among whom the following protected groups are overrepresented: women (sex); over 60s (age); Black residents (race).		
Residents and Communities Engagement and Participation	No	Yes: This investment will enable us to further develop their involvement in local decision making, shaping the services they use and be part of co-producing the borough of the future. Broadening and intensifying our engagement with protected groups is an essential part of this activity.	No.	N/A
Web and self- service projects	No	Neutral: The investment will enable more efficient ways of working and improve the availability and quality of online services.	No.	N/A

Automation Solutions	No	Neutral: automation solutions will bring benefits for all residents and businesses.	No	N/A
EDM Project	No	Neutral: this will support data management projects in order to ensure Council processes remain efficient and the organisation is able to make the best use of our data to inform service management and decision making.	No	N/A
Data Centre and New Civic Centre	No	Neutral: This will allow for the move of the data centre from River Park House.  This work includes capital project resource costs, wi-fi installation, comms line moves, data centre creation, generator moves, air conditioner moves or purchase, AV systems and possible other software solutions.	No.	N/A
Asset Management of Council Buildings	No	Neutral: This is for ongoing investment in the Council's built assets held in the corporate/operational estate	No	N/A
Civic Centre Annex	No	Yes: The Civic Centre project design will include design measures to ensure the building is accessible. The building's design will be progressed to ensure that the building provides autism friendly environments, faith rooms, gender neutral	No	N/A

		<p>toilets and accessibility to disabled users.</p> <p>The enabling works contract has been procured with equality in mind.</p> <p>Part of the quality evaluation process focused on the contractor's ability</p> <p>to provide employment opportunities, apprenticeships, training and mentoring opportunities and the support of local supply chains.</p>		
Capital Programme Contingency	No	Neutral: This proposal is for the creation of capital contingency in the capital programme to assist in managing any unforeseen variations	No	N/A

#### 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.
- In the specific instances where MTFS proposals had a full EqlA conducted at the time of this report being drafted, 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 EqlAs to mitigate for any potential negative impact.

#### 5. Consultation

The budget proposals for 2022/2023 have been subject to a formal public consultation, details of which can be found [here](#).

This consultation included a specific question on about how residents and other stakeholders felt that we could narrow the gaps in life chances and opportunities available to different groups of residents in the borough. Responses to this question are detailed in the budget consultation report (Appendix 8). In summary, key themes included:

- Strengthening resident engagement, coproduction and participation in local decision making, with a focus on inclusion of disadvantaged groups or those facing inequality (e.g., disabled residents);
- Reducing the disproportionate impact of traffic and pollution on disadvantaged communities and parts of the borough;
- Investing in infrastructure and communities;
- Ensuring access to public services and leisure opportunities for disadvantaged groups; and,
- Addressing inequalities in education and preventing the exacerbation of these, particularly as a result of loss of schooling during the pandemic.