

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

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 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 apply 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.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Opportunity Haringey
Service Area:	Regeneration and Economic Development
Officer Completing Assessment:	Helen McDonough
Equalities Advisor:	Jim Pomeroy
Cabinet meeting date (if applicable):	7 November 2023
Director/Assistant Director	David Joyce/ Peter O'Brien

2. Executive summary

Opportunity Haringey has been developed through 2023 as an inclusive economic framework. It aims to shape and drive forward our ambitions for a local economy that unlocks the creativity of our residents and businesses to harness Haringey's strengths to secure economic prosperity for all that is fairer and greener. Opportunity Haringey has been developed by undertaking economic analysis and engaging and listening to businesses, residents and a

range of local and strategic partners in order to understand the range of needs, demands and aspirations across our many diverse communities.

Opportunity Haringey is underpinned by partnership working, and is focused on a preventative approach that will support better outcomes for residents through employment support, skills training and a focus on Good Work: high-quality employment opportunities with career progression. This will help encourage greater independence which will, over the longer term, reduce inequalities, unlock social value and drive prosperity for all.

There has been a comprehensive programme of engagement with a range of residents, businesses and local and strategic partners which has ensured that Opportunity Haringey has been underpinned by the principles of the Haringey Deal. (See Section 3) This engagement was supported by economic analysis which highlighted Haringey has persistent high levels of unemployment and has the 3rd highest rate of people claiming out-of-work benefit in the United Kingdom and the highest of any London local authority (6.8%, August 2023).

The next steps will be to deliver Opportunity Haringey through a number of Priority Actions identified under 5 ambitions.

Ambition 1 Driving Job Creation

Ambition 2 Attracting Investment

Ambition 3 Developing Good Work & Skills

Ambition 4 Enhancing our High Streets and Industrial Estates

Ambition 5 Promoting and enhancing our places of work

Where they have significant potential equality implications, priority actions in Opportunity Haringey will include their own detailed equality impact assessments to ensure positive impacts are optimised and negatives impacts minimised as far as possible. In addition, there will be an annual Opportunity Haringey Economic Report to review progress which will include an assessment of the position of the range of equality matters. Beneficiaries of activities will be monitored, including using Haringey's Equalities Monitoring Guidance to ensure targeted interventions are reaching the intended residents and businesses. The 2023 Business Survey has, for the first time, given Haringey a snapshot of business owner demographics rather than extrapolating from resident data or national business composition data.

3. Consultation and engagement

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

The engagement undertaken to date has provided feedback from a wider range of businesses and residents including those from protected groups. The feedback has been collated and analysed to understand the specific needs, demands and

aspirations of those protected groups to ensure they are reflected in the proposed priority actions.

The engagement process was designed to take a proactive approach to identifying key groups more likely to be experience economic inequality (such as particular ethnic minorities, young people, those living in deprived communities and those with disabilities) and designing an inclusive approach to engaging with them. Sessions were facilitated with the help of representative organisations (such as a local Turkish Business Group, local youth groups and Disability Action Haringey).

We invited London Metropolitan University to lead research which involved a number of local focus groups to discuss the particular needs of certain protected groups including young people, ethnic minority groups, people with disabilities and health conditions, and those living in more deprived areas of the borough.

A borough-wide business survey was also undertaken gathering demographic data from business owners comprehensively for the first time, their business support needs, views of council services and how their business has been impacted by recent economic crises and their view of the future. Over 400 responses were collected, sought to be representative by borough geography, sector and size.

3b. Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics.

Businesses and residents have told us they want to see our loan funds better targeted at key and emerging sectors and priorities. They would also like the Council to take a more targeted approach to working with businesses, focusing on sectoral strengths and specific challenges including, for example, how to help businesses maximise the opportunities that a net zero economy will bring. In addition, our recent Business Survey highlighted requirements such as access to finance, marketing and finding affordable accommodation. Our growing creative industries were highlighted as a key sector to focus on and develop.

Residents and businesses tell us they would like to see more support for young people to start their own businesses; more business-to-business networking opportunities; and a more co-ordinated approach to working with the Council. Businesses tell us they are not aware of what support is on offer and they need support more tailored to their needs.

Our businesses told us they want to be better connected to each other and the Council. We have ambitious plans to develop a more relational approach through networks and forums and by revamping how we communicate and promote businesses through better use of social media, promotional activity and learning from others.

Business Survey results will be further analysed to clarify whether impact of economic conditions, business support needs, current and projected business health differ

depending on equalities characteristics such as sex, ethnicity/nationality and disability where respondents indicated they did not wish their data to remain anonymous.

Businesses felt that there was amazing potential in the borough, and we needed to be better at collectively telling that story at a local, national and international level. We heard that businesses want to be part of that story putting Haringey on the map and celebrating the strengths of our growing sectors such as the Creative Industries and building on successes like our 'Made by Tottenham' brand and promoting our ambitions around Net Zero.

Our 2023 Business Survey provides us with a level of reliable data for our business community. We will use this data to benchmark against targets/performance of support activities to ensure our business support activities are inclusive.

- Haringey Business Survey – Age of Respondents

70% of respondents to the survey were within the age range of 30 to 59 years of age. This is comparable with UK statistics, which report that 62% of UK entrepreneurs are between 25 and 59 years of age. In Haringey, 17% of respondents to the survey were 60+. This compares to 12% of UK entrepreneurs who are reported to be 60+ years of age (British Business Bank 2020).

Only 8% of respondents were between 16 and 29, whereas UK statistics (ONS - UK Business: Activity, Size and Location – 2021) report that 26% of business ownership falls within a broadly similar age range (16-34).

- Haringey Business Survey – Respondents with a Disability

When asked if they had a disability (as designated under the Equality Act 2010), 6.33% of respondents stated they had a disability, with 7.85% preferring not to say. 85.25% stated they didn't have a disability. Of the 25 respondents stating they had a disability, 33% said they had a long term health condition, 15% stated they were dyslexic, and 4% identified as Neurodiverse.

28% of those stating they had a disability showed interest in being part of a Disability Business Forum. Overall, 55 businesses surveyed were interested in such a forum.

- Haringey Business Survey – Ethnicity of Respondents

White British respondents accounted for the highest proportion of those surveyed (34% of total responses). Business owners stating they are White European were the next highest (18% of responses).

Haringey has almost double the percentage of Black businesses owners, when compared to London (11% compared to 6.4%). Haringey looks to be roughly comparable to London when it comes to business owners of Asian ethnicity (11% - Chinese, Bangladeshi, Pakistani, and other Asian)

Regarding 'other ethnicities', Haringey's business population looks to be much more diverse (19%) in comparison to London figures (13%). Of those stating 'other ethnicities', the highest proportion of these identified as Turkish (58%), followed by Kurdish (28%) and Arab (11%).

- Haringey Business Survey – Nationality of Responses
Of those respondents stating a nationality, the highest proportion borough-wide identified as British (70%). 4% stated they were Turkish, with 3.2% of Italian nationality and 3% Albanian.

Residents also told us they want us to focus support on those most disadvantaged in the labour market. Some respondents talked about the need for different teams across the Council to use its procurement and employer power and maximise positive impact for Haringey businesses and jobseekers – including those young people who have experienced apprenticeships locally.

Our London Met University research focus groups with residents highlighted key barriers faced in accessing employment including:

For people with disabilities particularly – fear of losing benefits; employers -lack of awareness, and willingness to make adaptations

For young people particularly – lack of employability support and career guidance in schools; low self-esteem and job readiness; mental health issues; adverse employment experiences and precarious working conditions.

Black, Asian and minority ethnic participants identified race discrimination as a barrier to accessing work and in relation to their lived experience in the workplace.

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

Please consider how the proposed change will affect people with protected characteristics.

4a. Age

Data

Borough Profile¹

54,422: 0-17 (21%)
71,660: 18-34 (27%)
63,930: 35-49 (24%)
46,516: 50-64 (18%)
27,706: 65+ (10%)

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**
- **Opportunity Haringey Project specific feedback processes**
- **London Metropolitan University – employment research**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

As of August 2023, the rate of residents on out-of-work benefits by age was:

16 – 24 year olds: 7.3%
25 – 49 year olds: 6.9%
50+ year olds: 7.3%

This data suggests that the unemployment challenge in Haringey is broadly shared across age groups, though the barriers to entry for different groups will differ.

¹ Census 2021 - [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/population-and-household-estimates)

From our engagement:

NEETS – There was much discussion around the need to support those young people Not in Education, Employment or Training so as to support access to employment and learning which were seen as key for improving life chances. It was felt that NEETS were more likely to come from certain groups particularly ethnic minorities, those from single parent families and those from deprived areas.

50 + - There was an interesting split in this matter. There were several comments regarding discrimination for those over 50 trying to access the job market and that this was particularly felt by ethnic minorities, those from deprived areas, men and people with disabilities. It was interesting to note that the increase in those 50+ who are economically inactive in the wealthier parts of the borough seemed to be mainly down to early retirement and change of life styles (this mirrors national trends post-COVID).

High Streets and Town Centres – Discussions pointed towards how town centres and high streets could be improved to support a range of ages from providing more toilets for children and older people and providing spaces for teenagers to meet in a safe environment.

Early Years – Discussions highlighted the need to support short and long-term economic prosperity by investing in early years. In the shorter term the provision of accessible early years support (affordable and in the right place) will enable parents (and in particular single parents) to access training and employment opportunities. In the longer terms good quality early years provision will provide a good start for those attending and as result improve the learning, employment and life chances across all with protected characteristics.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Additional investment in the economy will stimulate economic development and bring opportunities for all age groups. The Council has the ambition of landing an 'anchor', meaning a major employer with long-term commitments in the borough. This may bring additional age-related benefits to young people (if higher education) or older people (health).

Opportunity Haringey recognises the unemployment challenge in the borough and the challenge many working residents face in earning a real living wage.

Our ambition aims to develop skills pathways for the jobs of the future recognising the world of work is changing and young people entering the labour market and older people transitioning between sectors will need skills development opportunities to match employer demand.

Through our Social Value statement and Apprenticeships Programme the council will use its levers to increase the scale of opportunities to residents of all ages and through Haringey Works and Haringey Learns we will take a tailored approach that recognises the differing needs of residents of different age groups.

We want our High Streets to be a place where residents of all ages want to come and spend time in shops, restaurants, bars and markets. All age groups will benefit from thriving high streets with a greater range and diversity of services from markets to the night-time economy, including improved safety and accessibility for older and younger people to use these areas and community hubs to meet and dwell.

Encouraging market trading provides an easier route to running a business. The Markets Strategy, as well as testing out where and how markets can be strengthened and created, will have a particular focus on encouraging young people to trade (i.e. linking a proposed market in Lymington Avenue, Wood Green with Rising Green Youth Hub).

All age groups will benefit from a range of accessible and affordable workspaces.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

² Census 2021 - [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

³ NHS Quality Outcomes Framework - [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-improvement/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

⁴ NHS Quality Outcomes Framework - [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-improvement/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

⁵ PHE Learning disability profiles - <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**
- **Opportunity Haringey Project specific feedback processes**
- **London Metropolitan University – employment research**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Business Support – Discussions indicated the need to ensure that all business support provided was able to cater for people with a range of disabilities. This included considering suitability of locations for access and meeting the needs of those with visual and hearing impairment as part of delivery.

Employment Support – As nationally, disabled people in Haringey face disproportionate labour market disadvantage. Engagement indicated the need to ensure that employment support was able to cater for people with a range of disabilities. This included considering suitability of locations for access and meeting the needs of those with visual and hearing impairment as part of delivery. This is something that will be considered and reviewed further as part of the realignment of Haringey Works and Haringey Learns behind Opportunity Haringey.

Workspace provision – This focused on making sure that current and new workspaces catered for a range of disabilities. It was evident that this was easier in newer buildings as compared to workspaces that involved the refurbishment of older out of date buildings. In the case of the latter comments suggested that some form of assistance may be required to ensure any potential barriers were overcome. This is a potential area that may disadvantage those with disabilities if such assistance was not forthcoming.

High Streets and Town Centres – Discussions pointed towards how town centres and high streets could be improved to support those with a range of disabilities including more accessible toilets, more disabled parking and clear signage and wayfinding. Also important that more retailers understand accessibility requirements.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Our business support service and Business Charter will be inclusive of disabled people and disabled business leaders and residents.

Those with disabilities will have improved access to a range of business support offers and all providers will be encouraged to think about how to make continuous improvements.

A thriving local economy with increased job creation will bring benefits for disabled people who experience the greatest employment gap and greater barriers to accessing opportunities in central London.

55 businesses surveyed out of 401 expressed an interest in a Disability Business Forum. The potential for forums will be investigated as a workstream of Opportunity Haringey,

Work on the Business Charter will include advice and support for businesses that considers equalities considerations for employees and customers.

Additional investment in the economy will stimulate economic development and bring opportunities for all groups. The Council has the ambition of landing an 'anchor', meaning a major employer with long-term commitments in the borough. This may bring additional benefits to disabled people (i.e. more accessible services).

We will have a core focus through Haringey Works and Haringey Learns on supporting those with the greatest barriers to work, which includes disabled people. Through our Social Value statement and Apprenticeships Programme the council will use its levers to increase the scale of opportunities to residents who experience disadvantage.

We will also take an intersectional approach, considering how disability and health conditions can compound other barriers faced by groups such as young people, over 50s, and ethnic minority residents – to ensure our services meet the needs of our residents.

We will establish a forum of employment support providers who specifically support people with disabilities and health conditions to facilitate better access to support.

Disabled residents will benefit from thriving high streets with a greater range and diversity of services from markets to the night-time economy, including improved safety and accessibility from making them cleaner, greener and safer and facilitating public realm improvements to make the environment more accessible.

Disabled people will benefit from a range of accessible and affordable workspaces. Those with disabilities will have improved access to a range of workspaces and all

workspace providers will be encouraged to think about how to make continuous improvements.

4c. Gender Reassignment

Data

Borough Profile⁶

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**
- **Opportunity Haringey Project specific feedback processes**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
 - b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?
- Limited data
 - Discussions highlighted the need for all businesses to develop more inclusive employment and customer focused policies and practices, including supporting those with a protected characteristics related to gender reassignment.

⁶ Census 2021 - [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-population/gender-diversity)

- High Streets and Town Centres – Discussions pointed towards how town centres and high streets could be improved to support trans people including improving safety to reduce likelihood of any related hate crime.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

51 businesses surveyed out of 401 expressed an interest in an LGBTQ+ Business Forum. The potential for forums will be investigated as a workstream of Opportunity Haringey,

Work on the Business Charter will include advice and support for businesses that considers equalities considerations for employees and customers.

Additional investment in the economy will stimulate economic development and bring opportunities for all groups. The Council has the ambition of landing an ‘anchor’, meaning a major employer with long-term commitments in the borough. This may bring additional benefits to Trans people (i.e. more accessible services).

A focus on inward investment will include supporting the evening and night-time economy and leading to more activity in our town centres after dark and helping with perception of and actual safety for visitors. The Strategy will align with and complement the emerging Cultural Strategy, encouraging more LGBTQ+-run businesses, cultural activity and awareness of the needs of LGBTQ+ people.

Our engagement with employers will include information about and promotion of the Mayor’s Good Work Standard, this identifies best employment practice and champions businesses to offer four key pillars, including developing action plans to tackle gender, ethnicity and disability discrimination, and pay gaps at all levels of their organisation. Trans residents will benefit from thriving high streets with a greater range and diversity of services from markets to the night-time economy, including improved safety and accessibility from making them cleaner, greener and safer.

Trans people will benefit from a range of inclusive, accessible and affordable workspaces.

4d. Marriage and Civil Partnership

Data

Borough Profile ⁷

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)

Married or registered civil partnership: (35.8%)

Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)

Single (never married or never registered a same-sex civil partnership): (45.3%)

Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**
- **Opportunity Haringey Project specific feedback processes**
- **London Metropolitan University – employment research**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
 - b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?
- Limited data
 - Discussions highlighted the need for all businesses to develop more inclusive employment and customer focused policies and practices including supporting those with a protected characteristics related to marriage and civil partnerships.

Potential Impacts

⁷ Census 2021 - [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/marriageanddivorce/articles/marriageandcivilpartnershipstatusinenglandandwales)

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Marriage and civil partnership status applies to the first part of the duty: to eliminate discrimination, harassment and victimisation. Business support and employment support services will be inclusive of residents regardless of marital status. The Opportunity Haringey Business Charter will promote inclusivity of all protected groups.

4e. Pregnancy and Maternity

Data

Borough Profile ⁸

Live Births in Haringey 2021: 3,376

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**
- **Opportunity Haringey Project specific feedback processes**
- **London Metropolitan University – employment research**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

High Streets and Town Centres – Discussions pointed towards how town centres and high streets could be improved to support pregnant women and mothers including better changing facilities, more suitable parking and improved access to and around shops.

⁸ Births by Borough (ONS)

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral impacts.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.⁹

Data

Borough Profile ¹⁰

Arab: **1.0%**

Any other ethnic group: 8.7%

Asian: **8.7%**

Bangladeshi: 1.8%

Chinese: 1.5%

Indian: 2.2%

Pakistani: 0.8%

Other Asian: 2.4%

Black: **17.6%**

African: 9.4%

Caribbean: 6.2%

Other Black: 2.0%

Mixed: **7.0%**

White and Asian: 1.5%

White and Black African: 1.0%

White and Black Caribbean: 2.0%

Other Mixed: 2.5%

White: **57.0% in total**

English/Welsh/Scottish/Norther Irish/British: 31.9%

Irish: 2.2%

⁹ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/race-discrimination)

¹⁰ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicity/bulletins/census2021)

Gypsy or Irish Traveller: 0.1%

Roma: 0.8%

Other White: 22.1%

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**
- **Opportunity Haringey Project specific feedback processes**
- **London Metropolitan University – employment research**

Detail the findings of the data.

London Metropolitan University research highlights the following quantitative data for Black, Asian and minority ethnic groups

- A slightly lower proportion of ethnic minority residents are in work than white residents – ethnic minority residents comprise 24.5% of the working age population but only 21.9% of the total in-work population
- The employment rate is lowest for Bangladeshi/Pakistani residents (66.9%), other ethnic group (68.1%) and Black/Black British residents (69.9%) as compared with 77.7% for the white population and 80.4% for mixed ethnic group.
- Ethnic minority residents comprise a higher proportion of the unemployed – 32% as compared with 24.5% of the total working age population
- Unemployment in the Borough is higher among the ethnic minority population at 33% than the white (22%) and is especially and exceptionally high among the small Bangladeshi and Pakistani population (3,200) (78%).

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

- **Discussions highlighted the need for all businesses to develop more inclusive employment and customer focused policies and practices including supporting those with a protected characteristics related to race. This is compounded by those in this protected characteristic also being negatively impacted on because of socioeconomic status.**
- **High Streets and Town Centres – Discussions pointed towards how town centres and high streets could be improved to support a range of races including improving safety to reduce hate crime.**

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Our business support service and Business Charter will be inclusive of ethnic minority residents. Initiatives will ensure as a minimum the businesses targeted are representative of the ethnic diversity of the borough and area. Many support projects will target deprived areas of the borough which tend to have greater proportions of BAME-led businesses and residents The impact will be positive.

Ethnic minority residents and business owners will have improved access to a range of business support offers and all providers will be encouraged to think about how to make continuous improvements.

A thriving local economy with increased job creation will bring benefits for ethnic minority residents.

77 businesses surveyed out of 401 expressed an interest in a BAME Business Forum. The potential for forums will be investigated as a workstream of Opportunity Haringey,

Work on the Business Charter will include advice and support for businesses that considers equalities considerations for employees and customers.

Additional investment in the economy will stimulate economic development and bring opportunities for all groups. The Council has the ambition of landing an 'anchor', meaning a major employer with long-term commitments in the borough. This may bring additional benefits to ethnic minority residents (i.e. more accessible services)

Aligning with the emerging Cultural Strategy, creative enterprise that reflects the borough's diversity will be encouraged and supported, forming part of our inward investment offer and supporting BAME-led businesses.

Haringey has an unemployment rate of 6.8% (August 2023), the third highest in the UK and highest in London. One third of residents earn less than the London Living Wage. Ethnic minority residents experience a disproportionate employment gap.

We will reshape Haringey Works and Haringey Learns with a focus on those with the greatest barriers. This will be inclusive of ethnic minority residents. We will target employment support and advice services to the particular communities in the Borough experiencing the highest levels of unemployment – this includes Black African, Black Caribbean and ‘other ethnic’ residents but also the smaller Bangladeshi and Pakistani communities. We will set targets to reach these groups, and develop engagement strategies including outreach advisors based in the community

The council is a LLW employer and will work to promote the payment of LLW across the local economy through business and employer engagement, promotion of the benefits to businesses.

Ethnic minority residents will benefit from thriving high streets with a greater range and diversity of services from markets to the night-time economy, including improved safety and accessibility from making them cleaner, greener and safer. Town Centre business support and activities will ensure beneficiaries are reflective of the ethnic diversity of the borough’s business community and town centres.

Ethnic minority residents will benefit from a range of accessible and affordable workspaces. All workspace providers will be encouraged to think about how to make continuous improvements.

4g. Religion or belief

Data

Borough Profile ¹¹

Christian: 39%

Buddhist: 0.9%

Hindu: 1.3%

Jewish: 3.6%

Muslim: 12.6%

No religion: 31.6%

Other religion: 2.3%

Religion not stated: 8.0%

¹¹ Census 2021 - [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Sikh: 0.3%

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**
- **Opportunity Haringey Project specific feedback processes**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

- **Limited data**
- **Discussions highlighted the need for all businesses to develop more inclusive employment and customer focused policies and practices including supporting those with a protected characteristics related to religion or belief.**
- **High Streets and Town Centres – Discussions pointed towards how town centres and high streets could be improved to support a range of religions and faiths from providing facilities such as prayer rooms and improving safety to reduce incidences of hate crime.**

38 businesses surveyed out of 401 expressed an interest in a Faith and Belief Business Forum. The potential for forums will be investigated as a workstream of Opportunity Haringey,

Work on the Business Charter will include advice and support for businesses that considers equalities considerations for employees and customers.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).
- **Potential positive impact if more businesses develop policies and practices to support those with protected characteristics related to religion or belief. This is something that will be encouraged and promoted via the Opportunity Haringey Business Charter. The impact will be neutral or positive.**

4h. Sex

Data

Borough profile ¹²

Females: (51.8%)

Males: (48.2%)

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**
- **Opportunity Haringey Project specific feedback processes**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

¹² Census 2021 - [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

As of August 2023, 8% of men in Haringey are on out-of-work benefits vs. 5.8% of women with approximately even levels of economic inactivity.

While there is more generally an economic activity gap for ethnic minority residents, this is particularly acute for ethnic minority women in Haringey, which may indicate structural barriers to the labour market for this cohort, such as access to childcare or health.

33% of respondents to the Haringey business survey were female. The proportion of women-led respondents to the Haringey business survey is higher than UK and London statistics on female-led SMEs (meaning that they were either led by one woman or by a management team of which a majority are women).

Key findings from engagement:

- the need to consider developing a women's business forum to help focus and nurture women to start businesses with many existing networks being very male dominated. 100 respondents to the Business Survey expressed an interest in the forum, the highest response to any of the themed forums.
- Discussions also highlighted the need to consider specific women business groups relating to ethnicity.
- High Streets and Town Centres – Discussions pointed towards how town centres and high streets could be improved to support women including a focus on safety and crime reduction.
- Early Years – Feedback highlighted that access to early years provision could have positive impacts on labour market engagement and business growth.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The potential for forums for different protected groups, including a women's network, will be investigated as a workstream of Opportunity Haringey.

Work on the Business Charter will include advice and support for businesses that considers equalities considerations for employees and customers.

Additional investment in the economy will stimulate economic development and bring opportunities for all groups. The Council has the ambition of landing an 'anchor', meaning a major employer with long-term commitments in the borough. This may bring additional benefits to both sexes.

Haringey Works and Haringey Learns tailor their support to individual need. An employer engagement officer works with employers to identify more flexible, part-time roles which are more suitable to parents, and particularly mothers returning to the labour market. We recognise the importance of childcare provision to removing

barriers to work and will continue to promote better access to early years and childcare provision.

Residents will benefit from thriving high streets with a greater range and diversity of services from markets to the night-time economy, including improved safety and accessibility from making them cleaner, greener and safer.

The council is developing a new Community Safety and Hate Crime Strategy which seeks to address disproportionality in feelings of safety across the borough, including our high streets.

Initiatives will be undertaken in Wood Green and Tottenham to improve safety in day and night by working in partnership with the business community and Met Police through two Business Crime Reduction Partnerships.

Residents of both sexes will benefit from a range of accessible and affordable workspaces.

4i. Sexual Orientation

Data

Borough profile ¹³

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Economic Evidence Base**
- **Opportunity Haringey Business Survey**
- **Opportunity Haringey Focus Groups**
- **Opportunity Haringey Economic Voices roundtables, events and briefings**
- **Opportunity Haringey follow up surveys, focus groups and meeting**

¹³ Census 2021 - [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-and-population/sexual-orientation)

- **Opportunity Haringey Project specific feedback processes**

- c) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- d) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

- Limited data
- Discussions highlighted the need for all businesses to develop more inclusive employment and customer focused policies and practices including supporting those with a protected characteristics related to sexual orientation .
- Respondents to our business survey found 3% identified as gay or lesbian and a further 2.5% as bisexual

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

51 businesses surveyed out of 401 expressed an interest in an LGBTQ+ Business Forum. The potential for forums will be investigated as a workstream of Opportunity Haringey,

Work on the Business Charter will include advice and support for businesses that considers equalities considerations for employees and customers.

Additional investment in the economy will stimulate economic development and bring opportunities for all groups. The Council has the ambition of landing an 'anchor', meaning a major employer with long-term commitments in the borough. This may bring additional benefits to Trans people (i.e. more accessible services).

A focus on inward investment will include supporting the evening and night-time economy and leading to more activity in our town centres after dark and helping with perception of and actual safety for visitors. The Strategy will align with and complement the emerging Cultural Strategy, encouraging more LGBTQ+-run businesses, cultural activity and awareness of the needs of LGBTQ+ people.

People of all sexual orientations will benefit from thriving high streets with a greater range and diversity of services from markets to the night-time economy, including improved safety and accessibility from making them cleaner, greener and safer.

People of all sexual orientations will benefit from a range of inclusive, accessible and affordable workspaces.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁴
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁵
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁶

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁷
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁸
- 5.0% were qualified to level one only¹⁹

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.²⁰

Target Population Profile

- **Same as borough profile as Opportunity Haringey is borough wide**

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- Opportunity Haringey Business Survey
- Opportunity Haringey Focus Groups

¹⁴ ONS - [ONS Claimant Count](#)

¹⁵ DWP, StatXplore - [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

¹⁶ ONS - [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

¹⁷ DfE - [GCSE attainment and progress 8 scores](#)

¹⁸ LG Inform - [Data and reports | LG Inform \(local.gov.uk\)](#)

¹⁹ LG Inform - [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁰ IMD 2019 - [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

- Opportunity Haringey Economic Voices roundtables, events and briefings
- Opportunity Haringey follow up surveys, focus groups and meeting
- Opportunity Haringey Project specific feedback processes

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Findings from the engagement:

Several discussions highlighted the challenges facing many people negatively impacted by their socioeconomic status and that this was compounded by other protected characteristics including ethnicity and disability.

Discussions highlighted the need for all businesses to develop more inclusive employment and customer focused policies and practices including supporting those with a protected characteristics related to socioeconomic status.

Potential Impacts

Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The driving purpose of Opportunity Haringey is to develop a more inclusive economy in Haringey that brings greater prosperity for all residents. Haringey has specific challenges of economic and health deprivation, driven in part by relatively high unemployment and low pay.

Opportunity Haringey aims to support economic development, business growth, attract new investment to the borough in addition to supporting residents facing the greatest barriers to work with skills and employability support. Our core focus on Good Work (jobs providing a living wage with opportunities for progression) aims to address both the quantum and quality of work that residents can access – one of the main factors that drives poverty and economic deprivation.

Through our emerging Social Value approach we will aim to deliver socioeconomic benefits through our role as a purchaser of services.

Support will target areas of deprivation and lead to job creation for local residents, in particular in those areas of high unemployment. Our loan funds (Opportunity Haringey Fund and Productive Valley Fund) will enable the creation of LLW jobs as a minimum.

Additional investment in the economy will stimulate economic development and bring opportunities for all groups. The Council has the ambition of landing an ‘anchor’, meaning a major employer with long-term commitments in the borough. This may bring additional benefits to both sexes.

A major issue to emerge from the London Met focus groups is that of low expectations and the low aspirations and expectations of some aspects of the employment advisory services. Haringey Works has a focus on building confidence and providing opportunities through work trials and work experience, so that people can gain confidence in their abilities to raise their aspirations about the type of job/career they do or work towards.

Residents will benefit from thriving high streets with a greater range and diversity of services from markets to the night-time economy, including improved safety and accessibility from making them cleaner, greener and safer.

Residents of both sexes will benefit from a range of accessible and affordable workspaces.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

Opportunity Haringey describes the council’s strategy for building an inclusive economy in the borough. With a commitment to a fairer and greener borough at its heart, the strategy aims to support a borough with reduced economic inequality, thriving diverse businesses, a just transition and reduced negative impacts of climate change.

Across each of the five strategic ambitions, the council is taking steps to promote investment, encourage diversity, and reduce inequalities by developing the local economy and targeting its investment and resources to support disadvantaged groups.

There are not anticipated to be any negative impacts arising from this strategy. Positive impacts are anticipated to come from:

- The spillover benefits to all protected groups from a growing inclusive economy that brings more opportunities for business growth and employment
- Accessible and thriving high streets with a diverse range of services and goods to cater for different protected groups
- Targeted employment and skills interventions seeking to reduce barriers for those experiencing labour market disadvantage
- Business support that meets the needs of different residents, including the promotion of networks
- Promoting Good Work to reduce the negative impacts of low pay
- Promoting inclusive business practices and affordable workspaces

Each of the above are likely to have multiple positive impacts on protected groups, including from an intersectional perspective.

5b. Intersectionality

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.
Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?

Please see 5a.

5c. Data Gaps

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this

There is a need for more business and resident data to understand how Opportunity Haringey is impacting on a range of protected characteristics. It is envisaged that this can be reviewed as part of the annual Opportunity Haringey Economic Report which could in turn help inform and shape any future data gathering as part of ongoing resident and business surveys, focus groups and other related engagements. In particular there needs to be a greater understanding of the impact of intersectionality across equality and diversity themes in order to address inequalities in the business community.

6. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

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

Opportunity Haringey is underpinned by a preventative philosophy and approach that will drive better outcomes for residents through employment support, skills training and a focus on Good Work – high quality employment opportunities with career progression. This will help encourage greater independence which will, over the longer term, reduce the demand for Council services. In this context Opportunity Haringey will support a preventative and early intervention approach with the aim of reducing inequalities, unlocking social value and driving prosperity for all.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

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

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them Y

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action:

Produce Service Business Plan to detail how actions will be taken forward. This will include considering all impacts (and associated mitigation if relevant) on protected characteristics

Lead officer: **Keith Trotter**

Timescale: **By 31 March 2024 then on going as part of delivery**

Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

Please provide a complete and honest justification on why it is not possible to mitigate the:

N/A

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

Monitoring will be undertaken as part of service delivery and via an annual review as part of the Opportunity Haringey Economic Report.

Service delivery will be driven by the Opportunity Haringey Service Business Plan which will be developed and put in place by 31 December 2023 to coincide with the publication of Opportunity Haringey.

Date of EQIA monitoring review:

Autumn 2024 as part of annual Opportunity Haringey Economic Report

Lead – Keith Trotter

8. Authorisation

EQIA approved by (Assistant Director/ Director)

Peter O'Brien (TBC)

Date

(TBC)

9. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

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

