



Equality Impact Assessment
2024-25 Budget and 2024-2029 Medium Term Financial Strategy
January 2024

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1. Introduction

1.1. Purpose of report

This report considers the implications of the proposals in the **2024-25 Budget and 2024-2029 Medium Term Financial Strategy** (MTFS) report on people who share the protected characteristics as defined in the Equality Act 2010.

Where relevant, service areas have carried out EqlAs for each individual MTFS proposal. This report considers the impacts of the proposals, including the ways in which any negative impacts 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.

Further information about the process for assessing the equalities implications for decisions taken by Haringey Council is available on the [Haringey website](#).

1.3. Equalities profile of Haringey

According to the 2021 census, which is at this point in time our most reliable source of socio-demographic data, the total population of the borough is 264,238.

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 female (51.8%), in line with England and London.

Age:

- Haringey has a relatively young population with just under a quarter of the population under the age of 20.
- 89% of the population is aged under 65 (88% London; 81% England).

Ethnicity:

- In 2021, Haringey's population of 264,238 comprised 150,581 (57%) White, 23,080 (8.7%) Asian, 46,466 (17.6%) Black, 18,556 (7%) Mixed or multiple ethnicities and 25,555 (9.7%) Other ethnic groups
- Black, Asian, Mixed and Other ethnicities made up almost half (43%) the total of Haringey's population in 2021, ranking it the 24th most diverse local authority in the country (19th highest in London).
- The largest growth in population over the decade was in Other ethnic group which more than doubled by 13,500 (4.9%), increasing its share from 4.7% in 2011 to 9.7% in 2021. Mixed or multiple ethnicities also recorded a nominal increase of 0.5%.

Religion:

- Almost two-fifths (39.3%, 103,944) of people in Haringey reported their religion as Christian. There were 33,295 Muslims (12.6%), 9,397 Jewish (3.6%), 3,529, Hindus (1.3%), and 6,164 (2.3%) who reported another religion. Almost a third (31.6%, 83,535) of people stated no religion and 21,027 people (8%) chose not to answer.
- Haringey's Jewish population (3.6%) is more than double London's (1.7%)

Disability:

- In 2021, in Haringey, the proportion of disabled people was 16.6%, slightly above that for London (15.6%) and just below England & Wales (17.8%)
- Haringey has the 12th highest percentage of disabled residents in London (16.6%) and the 10th highest percentage of residents whose day-to-day activities are limited a lot (7.9%)

Marital Status and Civil Partnership:

- The number of people in marriage or civil partnerships (72,881, 33.7%) has remained largely unchanged (0.1% decrease) since 2011. Those reported as separated, but still legally married or still legally in a civil partnership fell slightly by 1.2% from 8,066 in 2011 to 6,035 in 2021. Divorced or civil partnership dissolved and widowed or surviving civil partnership partner comprise 8.2% and 3.5% respectively

Sexual Orientation:

- 12,167 (5.6%) people identified with an LGB+ orientation ("Gay or Lesbian", "Bisexual" or "Other sexual orientation"); 5,912 people (2.7%), 4,503 (2.1%) and 1,752 (0.8%) respectively, all with higher percentages than both London and England & Wales

Gender reassignment:

- A total of 1,377 people (0.6%) answered "No", indicating that their gender identity was different from their sex registered at birth. Within this group:
 - 389 (0.2%) identified as a trans man
 - 383 (0.2%) identified as a trans woman
 - 537 (0.2%) identified as another gender identity

2. Equalities context in Haringey

The impact of the budget proposals on equalities should be seen within the context of residents' lives in Haringey. Longstanding inequalities persist in Haringey as they do nationally and globally. In recent years global events, like the COVID-19 pandemic, inflation and war have impacted on people living in the borough by perpetuating health and economic inequalities and driving community tensions and hate crime.

The primary equality challenge in the last year has been the impact of the cost-of-living crisis on residents. The cost-of-living crisis has compounded economic disadvantage, which often interacts with lack of equal opportunities and discrimination faced by individuals with protected characteristics, notably for disabled people, young people from lower socioeconomic backgrounds, and Black, Asian and minority ethnic residents more likely to live in our more deprived wards and experience employment gaps.

The cost-of-living crisis followed on from the economic fallout from COVID-19, which saw the number of jobseekers in the borough more than double. 6.8% of residents aged 16+ were claiming unemployment-related benefits in Haringey in December 2023, i.e. 13,000 people. The third highest rate in London. 19.9% of residents aged 16-65 were claiming Universal Credit in Haringey in Aug 2023, i.e. close to 38,000 people.

Haringey workers and residents tend to earn less than average; median hourly pay among Haringey workers is below statistical neighbour and London rates, while the proportion of residents earning below the London Living Wage is higher.

Haringey has a higher than average number and rate of children living in poverty. Children in the east of the borough are substantially more likely to be affected by income deprivation than those in the west.

Haringey is the 4th most deprived borough in London, with deprivation more concentrated in the north east. Relative deprivation has reduced since 2015, though Haringey's London ranking has not shifted significantly.

There are significant gaps in healthy life expectancy according to relative socioeconomic deprivation in Haringey: the gap in healthy years of life between richest and poorest deciles is 15 years for men and 17 years for women.

3. Budget Setting Context

3.1. Context for the Budget/MTFS

The proposals in this budget have been developed against a backdrop of budget pressures for councils across the country, with significant national scrutiny now being given to the pressures created for councils by social care and temporary accommodation demand. Whilst inflation is lower than this time last year, residents and businesses and the council have seen significant increases in costs because of the cost-of-living crisis and price increases from suppliers in the last two years.

The council recognises that this is a challenging time for our residents, businesses and communities and this budget has been developed in this context, seeking to achieve the best possible outcomes with the limited resources available to us.

Given the significant financial challenge we face as a council, this budget presents difficult decisions which may have potential negative impacts on individuals with protected characteristics. Where negative impacts are likely, EQIAs will be developed in line with the proposal and mitigating actions will be taken.

3.2. Council Tax

- A 2.99% increase in Council Tax in 2024/25 after which it reduces to 1.99% across the MTFS period.
- A 2% increase in ASC Precept for 2024/25 after which it is assumed to discontinue.

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.

3.3. HRA: Social Housing rents

Rents in existing homes 7.7% (September 2023 CPI 6.7% + 1%), compared with last year where government capped at 7%.

New rents will be subject to the formula rent and the 5% flexibility allowed (but not where commitments are in place as set out in the landlord offer on Broadwater Farm and High Road West or those at London Affordable Rent).

Service charges are charged to recover the cost of the service. Most increases in service charges are below 10%. Service charges are covered by housing benefit and Universal Credit, so any tenant in receipt of these benefits will have these costs covered.

3.4. Tackling inequality

Haringey Council's Corporate Delivery Plan 2022/23 and 2023/24 commits the council to tackling inequalities as a central objective in everything we do.

This is about recognising that:

- we need to use the levers available to us to reduce poverty and economic inequality in the borough and mitigate its worst impacts.
- some groups of residents experience unacceptable structural inequalities related to their protected characteristics and circumstances.
- as we respond to the climate emergency, we understand that there are some residents and communities who will need to be supported to secure a just transition to net zero – and who will be more affected by the impacts of climate change
- social inequalities drive the unacceptable health inequalities which have been all too starkly thrown into relief in the last two years.

The objective of reducing inequality needs to influence how we work with all our communities, target our resources, support and develop our workforce, design our services, and mobilise around key issues.

In this Budget/MTFS the council has sought to promote equality by meeting increased cost pressures in adult social care, children's social care and temporary accommodation caused by inflation to ensure we continue to support our most vulnerable residents and meet our statutory obligations, bringing our leisure services in-house to deliver a range of health and wellbeing benefits for residents and continued investment in capital projects that bring a range of social and economic benefits.

Key investments in the capital programme with equalities implications

- Investment in the schools estate
- Investment in Pendarren House so that more Haringey children can enjoy a stay there

- Investment in ICT for Community Hubs to enable users to access a range of services, likely to benefit those digitally excluded including older residents, disabled people and those of lower socioeconomic status
- Investment in the Active Life in Parks budget to bring a range of health and wellbeing benefits to residents
- Investment in street lighting and the borough's roads with benefits for improved safety and accessibility

4. Assessing impact of MTFS proposals on equalities

The table below shows the detail of all of the MTFS policy proposals, noting where the requirement for a full Equalities Impact Assessment has been identified and, where potential equalities implications are anticipated, a summary of the findings.

Adults, Health and Communities

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Growth				
Inflation increases in adults social care costs – This proposal reflected the impact of inflationary increases in adults social care costs as well as the increased cost of children transitioning to Adults Social Care services (£16.3m 24/25).	An EQIA is not required.	This growth proposal is to account for the increased costs of care. This additional investment allows for those needing adult social care, including disabled adults, to receive appropriate care according to need.	No negative impacts are anticipated.	None.
The demand for temporary accommodation (TA) has also increased along with an increase in inflationary pressure in this area (£3.0m 24/25).	An EQIA is not required.	This growth proposal allows us to meet increased costs for TA – supporting residents who are experiencing homelessness. 40% of residents accepted as statutory homeless are Black, while 25% of youth homeless are LGBT, an overrepresentation compared to the wider borough population. Nearly two thirds of households living in temporary	No negative impacts are anticipated	None

		accommodation are Black, Asian or from another minority ethnic group. This proposal is thus more likely to have positive equalities implications for individuals from Black and minority ethnic groups and LGBTQ+ individuals.		
Community Alarms – Unfunded Service. Assistive Technology provides significant opportunities to support and enable residents to live independently and safely in their own homes, undertaking key tasks, reminders and calling for assistance in an emergency. The cost of the service has exponentially grown and in addition the Analogue to Digital impact has led to an average 250% increase in equipment costs. This proposal seeks to outsource the 24hr part of the service and realign and redesign remaining functions to the localities model, as well as developing the AT development capability. It is anticipated that whilst this will mitigate a significant proportion of the costs there will remain a deficit and also does not allow us to develop and deploy the Assistive Technology opportunities. There are considerable avoidable costs opportunities in regards to AT being deployed alongside the improved outcomes.	Full EQIA will be required for Service and Staffing and will be subject to consultation following final decision and will be finalised at that time.	We expect an improved service to benefit older residents and those with care needs. Benefits will be an enhanced 24/7 monitoring and responding service that will include lifting and therefore providing better outcomes for residents. It will also increase our ability with the use of Assistive Technology to deliver improved outcomes and avoidable costs associated with progression of care needs.	No negative impacts are anticipated	N/A
Savings				
Identify additional site for homelessness accommodation. Identify an additional site for additional modular Lodge provision to ease pressure on Temporary Accommodation, with the aim of providing 60 units of accommodation by mid-2026.	An EQIA is Not required	This proposal is to increase the supply of accommodation available to homeless households. Nearly two thirds of households living in temporary accommodation are Black, Asian or from another minority ethnic group.	No negative impacts are anticipated	N/A

		This proposal is thus more likely to have positive equalities implications for individuals from Black and minority ethnic groups.		
<p>Expand existing Lodge provision for residents experiencing homelessness.</p> <p>Increase the supply of Lodge accommodation by 100 units. Conversion and extension of one of our existing hostels has been scoped. We are also pursuing the possibility of repurposing /developing other council owned buildings as temporary accommodation options. If we can identify further sites, there is scope to identify additional savings.to peripatetic housing support teams.</p>	An EQIA is Not required	<p>This proposal is to increase the supply of accommodation available to homeless households.</p> <p>Nearly two thirds of households living in temporary accommodation are Black, Asian or from another minority ethnic group. This proposal is thus more likely to have positive equalities implications for individuals from Black and minority ethnic groups.</p>	No negative impacts are anticipated	N/A
<p>Extend the eligibility criteria for use of one bedroom council homes as Temporary Accommodation.</p> <p>Use of one bed social housing as temporary accommodation for families with a baby or young child. There are more 1 bed social housing properties available than any other size – using a small proportion as Temporary Accommodation would reduce financial pressure. Our Annual Lettings Plan allows for 10 properties to be used for this purpose. This will be expanded to 15 and then 30 in 2023-24. Moves will particularly be focused to ensure people from Lodge accommodation are moved on, freeing up lodge vacancies.</p>	An EQIA is not required	<p>This proposal is to increase the supply of accommodation available to homeless households.</p> <p>This proposal is likely to benefit people with the protected characteristic of pregnancy/maternity and young children.</p>	No negative impacts are anticipated	N/A
<p>Use of ten of our two bed council properties for families in Temporary Accommodation.</p> <p>Use of two bed social housing as temporary accommodation for families – using a small proportion as Temporary Accommodation would reduce financial pressure. We intend to introduce this provision within our</p>	An EQIA is not required	This proposal is to increase the supply of accommodation available to homeless households.	No negative impacts are anticipated	N/A

Annual Lettings Plan for 24/25 and allow for 10 properties to be used in this way. The focus will be on families who need to stay locally, thereby reducing any additional costs for other parts of the council due to care and support needs.		The increase in supply is likely to benefit children and young people.		
Supporting residents into permanent housing. We will work with residents to identify suitable accommodation to move on from Temporary Accommodation, ensure they are move ready and can settle successfully into the identified accommodation within the community.	An EQIA is not required	This proposal will support homeless residents to move on from Temporary Accommodation.	No negative impacts are anticipated	N/A
A new Project Officer to support residents into permanent housing. A Project Officer will be engaged to work with families to remove any barriers to moving on from temporary accommodation. Targeted casework will include but not limited to ensuring that households are ready to move and supporting households to bid realistically for social housing. This is envisaged to be a 2.5 to 3 year project that will benefit from new supply delivered through the new build programme.	An EQIA is not required	This proposal is to support homeless households to move on from temporary accommodation. The focus on families means the proposal is likely to benefit people with the protected characteristic of pregnancy/maternity and children.	No negative impacts are anticipated	N/A
Optimise Temporary Accommodation lease arrangements to reduce costs. Where leases are held by the Council, national Temporary Accommodation subsidy arrangements means we pay additional costs compared to if these leases were managed directly through our housing services. Transferring these leases will reduce costs to Council while ensuring that accommodation is within current Local Housing Allowance rates and affordable to residents.	An EQIA is not required	The proposal will reduce the cost of temporary accommodation to the Council which is offered to homeless households. While these include households with protected characteristics none are expected to be disproportionately affected by this proposal.	No negative impacts are anticipated as rents are within local housing allowance rates and an affordability assessment is conducted for each households considered for this type of accommodation.	N/A
Efficiency savings in delivery of young people's health and wellbeing services, while maintaining the front line service offer.	An EQIA is not required.	There are no positive impacts anticipated, however, research has shown that implementing more efficient ways of working	No negative impact anticipated, this is because there is no service restructure, or significant change	The 0-19 integrated PH service inputs and outcomes are closely monitored for any adverse impact - and

<p>This proposal is to make savings of £300,000 from our existing contract for 0-19 year old integrated public health services. We will work with the provider on more efficient ways of working, while maintaining front line service offer for residents. Implementation period will be at least 6 months from sign off of council budget as then we will need to work with the provider. Implementation is expected by October 2024/25 with full year effect in 25/26.</p>		<p>have positive impact on delivery of services and its recipients.</p>	<p>which would destabilise the service at the point of delivery.</p>	<p>this includes the action taken by provider to ameliorate and address issues as they arise.</p>
<p>Modernisation in delivery of sexual health services.</p> <p>Through the pandemic and in the following period we learnt that many residents like to access sexual health services from community pharmacies and through online advice and testing services, which are less expensive than clinic based services and achieve good outcomes. This proposal continues to take this emphasis forward with a further shift to self service and pharmacy options without impacting outcomes for residents.</p>	<p>No – the direction of service provision is essentially remaining the same.</p>	<p>None</p>	<p>No negative impacts are anticipated.</p> <p>The savings are targeted at adult residents who are still routine testing for sexually transmitted infections via a sexual health clinic rather than via pharmacy or home testing.</p> <p>This proposal reflects a shift away from clinic-based services for adult residents without symptoms or not in a high-risk category for example men who have sex with men and sex workers.</p> <p>Community-specific outreach, HIV prevention and PREP, young people’s focussed work and women’s reproductive are protected.</p>	<p>None.</p>
<p>Income maximisation for Adult Social Care.</p>	<p>No EQIA required</p>	<p>This proposal is about further embedding and more effectively</p>	<p>None. Ultimately, taking a direct</p>	<p>None</p>

<p>Continuing Healthcare Is a funding stream that solely provides the full responsibility of a person's care on health services. Haringey receives the lowest Continuing Health Care funding in North Central London and is very low compared nationally, this project aims to fully imbed the Continuing Health Care process within Adult Social Care and gain a greater proportion of health funding. Ensuring residents are receiving the right level of funding for high/complex placements, expenditure for these placements would be picked up by health (fully health funded, joint funded and Funded Nursing Care). To increase the number of referrals for Continuing Health Care funding, to the North Central London Integrated Care Board and establish this as part of business as usual over the next year.</p>		<p>managing an existing process for the benefits of our residents. This proposal will not only provide efficiencies for the Care budget but also for self-funders.</p> <p>A comprehensive support offer is available to anyone considering or in receipt of a Direct Payment, delivered by Disability Action Haringey and the council's Direct Payment Team.</p>	<p>payment remains a personal choice and although we can promote and support individuals, they do not have to accept a DP.</p>	
<p>Move to a Direct Payments model of Social Care delivery where suitable for residents.</p> <p>When a person has care and support needs, there are many ways this can be delivered, one option is that we can Commission a provider directly to provide that care and support. Alternatively, direct payments are another methodology, and this can enable people to have more control on how their care is provided and help them to stay in their homes for longer. Using direct payments is more cost effective since they do not include the costs home care agencies charge on top of the price of care.</p>	<p>No EQIA is required</p>	<p>Direct payments promote choice, control and flexibility by enabling and empowering individuals to meet their well-being and care support outcomes. It also supports individuals to be able to remain independent as possible.</p>	<p>None are anticipated.</p>	<p>None</p>
<p>Adopting a Strength Based Working approach in Adult Social Care to help residents remain independent and connected to their community.</p> <p>Strength Based Working produces better outcomes for people and reduces strain on Adult Social Care services if residents are enabled to remain as independent as possible, strengthening people's ability to remain within the community. The Strength Based Working approach is a national agenda which supports residents to look within their community for care in the first instance. It enables social care to reduce service demand by working with our voluntary sector and really focusing on early intervention</p>	<p>No EQIA is required</p>	<p>This proposal is looking to identify and deploy tools that enhanced strength-based working. This will provide practitioners with improved ability to undertake assessments that lead to suitable outcomes for residents.</p>	<p>None are anticipated</p>	<p>None</p>

and prevention. The use of digital tools supports Strength Based Working approach.				
<p>Social Care Grant uplift.</p> <p>We are expecting to receive an uplift to the public health grant of £292k in 24/25, which can be directed to existing council priorities/spend which contribute to public health outcomes</p>	No	We are tracking impacts of use of the grant on wider council activities. At this stage we do not anticipate changes in outcomes from an equalities perspective.	We are tracking impacts of use of the grant on wider council activities. At this stage we do not anticipate changes in outcomes from an equalities perspective.	We are planning allocation of the grant next year to ensure that we can maintain our range of services.
<p>Invest in Supported Living to enable residents to stay at home and within their communities for longer, reducing reliance on nursing and residential placements. Supported living is when the residents remain in the community as independently as possible is enabled to claim housing benefit and their one-to-one care is provided. We want to continue to improve the supported living offer within Haringey. Ensuring people can reside in the community with one-to-one provider delivered in their own home will reduce the cost. This will reduce the demand on expensive nursing and residential placements out of borough. Using digital tools, is key for the supported living model in Haringey.</p>	No EQIA Required	This proposal seeks to develop and enhance an existing offer that will provide greater choice and opportunities to support residents.	None anticipated	None
<p>Enhancing delivery of community-based care.</p> <p>Currently we support approximately 3500 people to remain independently in the community on a daily basis. By auditing provider services and ensuring that the service delivery is accurate and in line with the care and support plan, we will look to find efficiencies in the system. By utilising a personalised approach and reviewing what services are available within the community for early intervention and prevention, we may be able to reduce demand by working with our voluntary sector to deliver certain types of care and support, such as shopping and cleaning. By completing a financial review with residents, they may be entitled to some benefits that could support some of these activities.</p>	Not required	Providing people with greater choice in sourcing support that they need. Potential for additional financial support to fund these.	None anticipated, those that are entitled to receive a service in accordance with the Care Act will continue to do so. Others will be supported and signposted to services within the community that could support them.	N/A

<p>Review of Mental Health Services spending.</p> <p>We have externally commissioned an independent review of the Mental Health Services, the review highlighted significant evidence to support that Haringey is comparatively an outlier nationally for funding between the age of 18 -65. Steps are being taken to focus on a local delivery model. We are reviewing how we target our Mental Health spending. The review team are focusing on the high-cost placements, to ensure we are reviewing costly or out of borough packages of care and bring them back into a local provision of care.</p>	An EQIA is not required	We will have full responsibility for our care act statutory work. Developing better strength-based assessments ensuring residents are receiving the right level of care at the right time, through their care journey. People will receive care and support closer to home within a locality. This will positively impact individuals with a disability.	No negative impact anticipated	None
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Children's Services

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Growth				
Children's Social Care cost pressure - £1m to cover the in-year pressure on care costs and £0.88m to cover forecast inflation for 2024/25 (less the £500K that was placed in the MTFS for growth in 24/25)	Not required	This growth proposal is to account for the increased costs of care. This additional investment allows for children and young people to receive appropriate care according to need.	None.	None.
Savings				
A new support and advice service for young people with Special Educational Needs and Disabilities.	EQIA to be completed at a later date	Disability – Promoting a smoother transition into adulthood for young people with SEND, with a multi-agency approach Promoting independence for young people with SEND	None	N/A

		Age – positive impacts for young people in promoting independence, education and employment.		
Capital				
EYES and Social Care developments to the LiquidLogic System	No	None	None	N/A
Further investment in Primary Sch - Major Capital Works (New Bid)	No	Investment in the schools estate will positively benefit children and young people.	None	N/A
Further investment in Secondary Sch - Major Capital Works (New Bid)		Investment in the schools estate will positively benefit children and young people.	None	N/A
Further investment in Pendarren House so that more Haringey children can experience a stay there	No	Investment in the Pendarren House will positively benefit children and young people.	None	N/A

Placemaking and Housing

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Savings				
Commercial Portfolio and rental opportunities Rental and other commercial opportunities from the council's commercial portfolio	Not required	None	None	None

Property Disposals Property disposals to realise one-off Capital receipts to reduce borrowing in line with our Strategic Asset Management and Property Improvement Plan.	Not required	None	None as only individual business cases that identify sites, which are commercially viable will be taken forward	Individual site by site business case will identify any required mitigations.
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Environment and Resident Experience

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Growth				
Leisure - This growth reflects the forecast cost of the revised arrangements for delivering the Leisure management service in house.	Will be subject to a detailed EQIA informed by the resident engagement to take place early in 2024	To be determined	To be determined	To be determined
Expiry of current saving on Waste Fleet - The current time limited saving on waste fleet vehicles is due to expire from 2024/25 resulting in the need to reinstate a budget to cover this cost.	Full EqIA not required	None	None	N/A
Savings				
Standardising Fees & Charges Bringing Haringey's Fees & Charges in line with other comparable boroughs, ensuring operating costs are recovered and enforcement is cost effective.	EQIA concluded – see separate Fees and Charges Cabinet Report	The proposed charges are proportionate and justified because the costs of administering and enforcing the service have increased and we need to increase charges to recover those costs. This is in line with other neighbouring	All parking permit holders will be impacted by the proposed charge increase in that area. This is likely to impact those on low incomes,	There are discretionary schemes in place to mitigate negative impacts, with particular benefits to disabled and residents over 65.

		<p>boroughs' charging policy. In addition to the need to ensure sufficient revenue to cover administration costs, evidence suggests parking pricing policy encourages the use of sustainable transport options. We therefore expect increases in parking charges to encourage sustainable transport which will improve air quality, which disproportionately negatively impacts residents of lower socioeconomic status.</p>		
<p>Expansion of School Streets programme.</p> <p>The continuation of the schools streets programme expansion is anticipated to generate an additional net income of £170k as a by-product of the enforcement activity associated with the scheme. Enforcement income can not be used as a revenue raiser and is reinvested for specified spend in streets, highways, and roads.</p>	<p>EQIA previously completed when programme commenced</p>	<p>Implementation of this programme anticipates lower air pollution levels in the vicinity of schools and increased uptake for active modes of travel to school. Therefore, the positive impacts are for everyone living and working in the vicinity of schools and those attending. The benefits are especially relevant for women (as primary carers) and children – both of whom benefit from lower air pollution and active travel. Less traffic during busy periods also anticipates lower traffic related injuries among children on school streets.</p>	<p>None</p>	<p>School streets operate during short time periods of the day and only during term-time (unlike LTNs). Disabled blue-badge permit holders and statutory and emergency services have exemptions applicable to carry out their usual activities. And residents' vehicles can leave school streets during operational times.</p>
<p>Increased enforcement on environmental crime.</p> <p>Enhance our enforcement on environmental crime (ie flytipping, littering and waste licensing) by reconfiguring the team and deploying additional</p>	<p>An EqIA is anticipated to be conducted in the case where there is</p>	<p>There are anticipated positive impacts on health and wellbeing as well as mobility for residents as a result of better enforcement. A cleaner</p>	<p>There are no anticipated negative impacts on particular groups as a</p>	<p>Impacts would be monitored and mitigations put in place accordingly.</p>

resources to meet residents demand for a cleaner borough. Effective enforcement provides funds that allow the Council to maintain street cleanliness.	substantial reconfiguration of the team and anticipated inequalities for protected groups.	neighbourhood also encourages better use of public spaces for the resident communities and better mobility for those disabled residents who require it. Revenue from enforcement could also be used for better service provision in the borough.	result of better enforcement.	
Income maximisation at New River Sports Centre to improve the offer to all residents. Following insourcing of this service, we have an opportunity to maximise the resident experience. This will take the form of reduction in energy use, a review of concessionary spend, upgrades to the equipment, and additional activities.	No. The cost reductions proposed currently have no reliance on savings arising from the concessionary discounts review. If any changes are to progress, they will be addressed by an EqIA at the relevant time.	Anticipated positive outcomes are in the nature of better health and wellbeing for residents through increased customer base as well as technological improvements for existing users.	The review of concessionary discounts, which may have a negative impact on those with lower socio-economic backgrounds, are not part of the savings proposals currently. If any negative impacts are discovered during conducting the EqIA, they would be addressed through it.	Would be addressed through the EQIA.
Enforcement against breaches against the Housing Act . Housing Act enforcement- Breaches to the Housing Act 2004 such as unlicensed premises can result in a Civil Penalty Notice of up to £30k and in addition, improvement Notices can be served on the person in control of the property and a charge made for that improvement Notice. The council can use revenue from fines to help cover the wider cost of enforcement activity in this service area	No. Civil Penalty fines Notices are a statutory process and the equalities impact was considered when introduced by cabinet <u>Agenda item - Property</u>	Yes. The impact of Enforcement acts as deterrent to poor housing conditions including damp and mould.	None identified	Civil Penalties and charges are only made as a last resort. Each case will be considered on its merit

	<u>Licensing Designation Haringey Council</u>			
<p>Council Tax Reduction Scheme Review</p> <p>A review of the Council Tax Reduction Scheme and anticipated base of recipients following residents migrating to Universal Credit and changing demographics. This will require public consultation on any proposed changes following the review.</p>	An EQIA will be developed alongside the proposal	The detail of the proposal is not yet known.	Dependent on development of the scheme but potential negative impacts on individuals more likely to be within the Council Tax Reduction Scheme currently, specifically those experiencing socioeconomic disadvantage.	To be determined. Appropriate mitigations will be sought where negative implications are found.
<p>New Traffic Filter Schemes</p> <p>Camera enforcement to address non-conformance of vehicle restrictions that seek to improve the residential environment.</p>	To be undertaken at scheme development stage.	Currently unknown pending EQIA.	Currently unknown pending EQIA.	Unknown
<p>Pay & Display Tariff for EV charging</p> <p>Helping to increase access to electric vehicle charge points by applying a parking tariff for the time needed</p>	EQIA will be undertaken on development of the Parking Policy decision report.	Anticipated positive benefits for all residents from improved access to these facilities. There are neutral impacts anticipated on groups with protected characteristics.	None anticipated	Mitigations would be planned based on the EQIA.
<p>Stop resetting the initial discount period following PCN challenges</p>	No	None	None	N/A
<p>Redesign Tennis Court Charging</p>	This saving proposal will	Currently unknown pending EQIA.	Currently unknown pending EQIA.	Unknown

Applying a more consistent cross-borough charging regime to offset ongoing maintenance costs, albeit with potential concessions	form part of the leisure service insourcing project work for which an EqlA will follow			
Events in parks Expand the range and scope of events in parks to increase community participation and cohesion	Not required as this merely represents an expansion of current activity. An EqlA will be generated if any specific new event warrants an EqlA.	Events in parks have anticipated positive impacts on communities around the park and contribute towards better relationships within the communities participating. In general, it is anticipated that they have a positive impact on the wellbeing and cohesion within communities in the borough and positively impact those with protected characteristics.	Based on the space needed and nature of the events, some events may negatively impact particular groups like children and women or disabled users. Mitigations are put in place based on anticipated negative impacts. Events follow the guidelines in the Council's Outdoor Events Policy.	Events and EqlAs specific to each category identify and mitigate the impacts on groups with protected characteristics.

Culture, Strategy & Engagement

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Growth				
Growth for re-evaluated senior management roles (<i>Corporate</i>)	No	None	None	N/A
Cost increases for digital infrastructure - This proposal reflects a range of cost increases associated with digital infrastructure, including to respond to the National 'Big Switchoff'; Audio Visual equipment; Council's internal case management software (Halo); Microsoft E5, Cyber Security.	No	None	None	N/A

Savings

Variation to library opening times based on analysis of use.

The use of our libraries varies from one branch to another at different time of the day. Based on footfall analysis we know that library use is typically lowest in mornings. Young people in particular have a need for study space in the evenings and libraries are ideal as a free and safe community space. We want to look at varying the opening hours of our libraries to times when they are most heavily used, which could include later in the evenings, allowing us to allocate resources in a more targeted way. Library buildings and facilities could be made available to other services even when the library service itself is not operating e.g., Community Hub teams and Voluntary Community Sector organisations. The proposed saving is based on reviewing hours at the six branch libraries with a mixture of mornings and afternoons opening times based on demand and demographics, to ensure libraries remain accessible to all. The service is currently carrying some vacancies and agency cover which will reduce the need for any proposed redundancies. No library building would be closed.

Not currently. To be completed at a later date.

Age
Potential positive benefits to young people who have a particular need for study space in the evenings.

Enhanced Community Services: Making library buildings and facilities available to other services, such as Community Hub teams and Voluntary Community Sector organisations, during non-library hours, expands the utilisation of public spaces and contributes to community development. Depending on the services utilising the space during these hours, this may bring benefit to those most likely to receive their support including disabled people, older people and those of lower socioeconomic status.

Age
From a total of approx. 43000 users, 49.1% of registered library users are children and young people (< 25 years old) and utilise our libraries more than any other age group. They are likely to be more impacted by the reduction in hours, followed by registered adult users (aged between 25 to 64) as they total 45.7% of our users).

Geographically in Haringey, libraries that are located in the east side of the borough (Marcus Garvey, Coombes Croft and St Ann's) have the percentage of young users (42%), followed by those libraries in a central location (Wood Green, Alexandra Park and Stroud Green & Harringay).

These users are likely to be the most impacted by the reduction in hours. They utilise libraries more than any other age group, often for studying and

A full EQIA will be produced as the proposal is developed to ensure the impacts on the protected characteristics are explored in full and mitigations are set out accordingly.

Consultation
We will work with the groups identified to understand how we can meet the objectives of the proposal whilst ensuring library services remain accessible and able to achieve our statutory duty as a public library service.

Data
The library service recognises that not all library users are registered as it is not a requirement to enjoy the facilities or participate in events. Therefore, the equality data is based on those who have registered to obtain a library card. The library service

			<p>accessing educational resources. Reduced hours could limit their access to these resources and potentially impact their educational outcomes however the revised library hours will seek to mitigate against this risk and potentially provide new opportunities in evenings.</p> <p>Disability The library service recognises that data registered on disabled users is limited as only 0.2% have provided details of disability. However, it is anticipated that disabled & older people may be less likely to attend in the evenings.</p> <p>Sex - From a total of approx. 43000 users, 58% of users identify themselves as female so this will impact more females than males (40%).</p> <p>Pregnancy and maternity – many accessing early morning services are parents and carers with young children</p>	<p>anticipates that 50% of users are unregistered and is not reflected in the data. During consultation, a focus will be to ensure all users have an opportunity to feedback on the proposals.</p> <p>In addition, the library management system, which hosts the equality data, is limited. Therefore not all protected characteristics are recorded. The service acknowledges that this will need to be included as a priority in future service delivery plans.</p> <p>While the proposal aims to ensure libraries remain accessible to all, changes in opening hours may still pose challenges for some users. Certain groups, particularly those who prefer morning library visits, might find the adjusted hours less convenient or</p>
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			<p>and babies. Services will still be delivered to these groups.</p> <p>Socioeconomic status – libraries provide a cost-free space to access books, educational materials, IT devices and more. This free access is of outsized importance to residents of lower socioeconomic status who may be unable to purchase these items. Reductions in hours may limit access to these tools and materials for residents of lower socioeconomic status.</p>	<p>impossible. The library service recognises that many accessing our libraries early mornings are parents and carers with young children and babies, and elderly groups. This is likely as each library host tailored events for these groups such as story time for under 5s, coffee mornings for older people and digital skills training for all ages. Events will continue to be delivered and will review time offerings to these groups and should be geographically balanced.</p> <p>The service will review equalities data as we go along the proposals.</p>
<p>Work with residents to develop a Libraries Strategy for Haringey to ensure we have the most efficient and effective operating model.</p> <p>Five years ago an LGA Libraries Peer Review recommended that Haringey produce a Libraries Strategy. Due to the pandemic this work was not carried out, although other</p>	<p>Not currently. To be completed at a later date.</p>	<p>Extended Access Self-service technology enables registered users to access library services beyond traditional operating hours and/or can balance the reduction of staffed hours.</p>	<p>Registered user access-only Only around an estimated 50% of library visitors are currently registered. Under this proposal, only those with a library card</p>	<p>A full EQIA will be produced as the proposal is developed to ensure the impacts on the protected characteristics are explored in full and</p>

<p>recommendations from the review were taken forward such as the Branch Libraries Investment Programme which has greatly improved the accessibility and quality of our branch libraries. During 2024/25 we will consult and engage widely on creation of a Libraries Strategy for Haringey, which will safeguard and develop our libraries offer for the longer term. The strategy will seek to identify and capitalise on a number of new opportunities that are available to develop and maximise the use of our libraries as critical, public, community and social assets, including the Community Hubs programme, creation of a Culture Strategy and taking a more commercial approach to generate additional income to support the Council's work. The strategy will explore all options available to us to ensure the financial sustainability of the library service for the future within the reduced council funding envelope available, by identifying alternative funding sources, generating more income and ensuring we have the most efficient and effective operating model for the service.</p>		<p>This extended access can cater to individuals with busy schedules who may not be able to visit during regular staffed hours such as those who work full time or day shifts and young people who have a need for somewhere to study in the evenings and libraries are ideal as a free and safe community space to work in. Our data shows that the need to create space for young people is greater on the east side of the borough (Marcus Garvey, Coombes Croft and St Ann's) which are also our more deprived wards – with potential positive implications for young people of lower socioeconomic status.</p> <p>Community Engagement If combined with a community-run library service option, the proposal can foster community engagement. Involving local communities in the operation of the library may potentially create a sense of ownership and strengthen community ties.</p>	<p>will be able to enter a library building as they will use the card details. Those without library cards will be excluded during the unstaffed hours. We recognise some who are not registered visit the library service to combat loneliness. This has the potential to impact more vulnerable residents with greater social needs and those experiencing isolation including disabled people</p> <p>Age limit Self-service during unstaffed hours would also be limited to those under 16 (<i>specific age to be determined</i>) for safeguarding reasons.</p> <p>Confidence It is anticipated that disabled and elderly users may be less likely to attend during unstaffed hours.</p> <p>Safety concerns Those with less confidence to attend during self-serve hours due to concerns about safety during non-staffed</p>	<p>mitigations are set out accordingly.</p> <p>We will work to understand resident concerns about accessibility needs and safety in the development of the proposal.</p> <p>The library service is considering the option to retain as much as possible the traditional hours at the main libraries (Wood Green, Hornsey and Marcus Garvey). In addition, ratio between staffed and unstaffed hours at the branches (Alexandra Park, Coombes Croft, Muswell Hill, St Ann's and Stroud Green & Haringay) would be geographically balanced to ensure users can access libraries in proximity. For example, St Ann's and Coombes Croft would avoid reducing the same operating hours.</p> <p>The library service will work with groups</p>
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			<p>hours including women, young people and LGBT people.</p> <p>Digital Divide Concerns Introducing self-service technology assumes that library users have access to digital devices and are comfortable using them. This may exclude individuals who are not tech-savvy, have accessibility needs or do not have reliable internet access, widening the digital divide especially in the parts of the borough with higher levels of socioeconomic disadvantages who rely heavier on public access computers, such as the Wood Green Library and those on the east side (Marcus Garvey, Coombes Croft and St Ann's).</p>	<p>identified for the consideration of user needs to mitigate the challenges and ensure a successful implementation of self-service technology in libraries. For example offering early morning and late evening unstaffed access for those travelling to and from places of work/education.</p> <p>If combined with a community-run library service, the service will continue to ensure community groups are equipped to take on such responsibilities and ensuring no disparities in service quality.</p>
<p>Ending provision of some hardcopy newspapers in some libraries</p> <p>The proposal is to stop providing hard copy newspapers and magazines in libraries. Newspapers and magazines are now available on Pressreader which provides thousands of newspapers and magazines from around the globe. Many library services that stopped newspapers and magazines during COVID lockdown have not reintroduced them.</p>	<p>Not currently. To be completed at a later date.</p>	<p>Access to Digital Content Emphasising online platforms like Pressreader provides library users with access to a broader range of newspapers and magazines from around the globe, therefore increasing the volume of community language periodicals available. This can enhance the variety of</p>	<p>Digital Divide Concerns While digital access is becoming more widespread, there may still be segments of the population, particularly older individuals or those with limited access to technology, who may face challenges in transitioning</p>	<p>The library service will work with targeted groups to ensure a clear balance of considerations and ensuring support for users in the transition will be key to the success of the proposal.</p>

		content available to users compared to a limited selection of hardcopy materials with potential benefits for residents who speak English as a second language.	to digital reading platforms. This could exacerbate existing disparities in access.	The service should consider offering easily accessible devices within the premises to gain access to Pressreader, such as the Hublet.
Wide-ranging ICT contract review to address inefficiencies. Review all contracts controlled by Digital and Change and all ICT contracts held elsewhere in the organisation. We will also review the teams involved in managing and using these applications and consider a hiatus on any new applications.	No	None	None	N/A
Restructure of the Digital and Change directorate. Release savings in the Digital and Change directorate through utilisation of a new operating model.	No	None	None	N/A
Income generation through additional advertising Generate income through increased advertising space in the borough, in line with our ethical advertising policy.	No	None	None	N/A
Culture commissioning budget reduction (contingent on being unsuccessful with London Borough of Culture bid for 2027) Reduction of uncommitted culture commissioning budget, reducing our ability to deliver civic cultural programme (BHH365, Women's History Month, LGBTQ+ History Month, South Asian History Month) Remaining £60k in this budget line would fund Bernie Grant Arts Centre grant at £30k, leaving £30k for basic minimum of events. If our London Borough of Culture 2027 bid succeeds this budget is needed as match funding to lever in c£2-4m external funding from GLA and sponsorship.	Forthcoming Culture Strategy will include an EQIA.	None	Negative impacts are contingent on London Borough of Culture bid being unsuccessful. If this is the case, we will have reduced capacity to support events that celebrate diversity and promote and foster good relations between different protected characteristics with potential impacts on LGBT individuals, Black, Asian and minority ethnic individuals and women.	The council will develop an approach to ensure a minimum of events are held and promoted.

<p>Replace central budget that funds National Graduate Development Programme salaries</p> <p>The central budget in HR that funds NGDP graduates' salaries would be replaced; services would pay for any placements they offer, as these graduates are recognised as a valuable resource. The corporate saving will be delivered over two years as our existing graduates complete their two year placements.</p>	No	None	None	N/A
<p>Improved Commercial Operations</p> <p>Appoint a specialist Head Commercial Operator to identify opportunities and develop a strategy to enhance income generation from our assets</p>	No	None	None	N/A
<p>Increased advertising income</p> <p>Convert static advertising to digital, introduce smaller high street advertising, deliver more large format digital advertising sites, develop SME offer for marketing design & print in line with our ethical advertising policy.</p>	No	None	None	N/A
<p>Community Hubs</p> <p>To implement multi-disciplinary digitally-enabled community hub teams, working alongside the VCS and health partners in locality areas in response to local need. Savings delivered through service efficiencies including reduction in duplication as a result of blended roles and pooled budgets. It will also enable a reduction in or maximisation of the use of council buildings.</p>	To be conducted later	<p>The proposal will include consideration of the specific needs of each localities area, this will allow for targeted actions to improve known inequalities in an area for example a greater focus on low social economic status in the east of the borough.</p> <p>It will also allow for greater scrutiny of existing services equity of access for example do the demographics of residents accessing the service in a locality match the known demographics of the area and if</p>	<p>The localities approach is beginning prior to the completion of the 'bricks and mortar' changes. There are some concerns over the accessibility of buildings and locations for those with physical disabilities and their appropriateness to support residents with neurodiversity or specific conditions such as dementia.</p> <p>We do not anticipate a reduction in service to</p>	<p>Accessibility to be included as an element on the risk assessment used by services and partners to encourage location-specific mitigations</p>

		not are there any changes need to improve this access	people with protected characteristics at this stage but a full EQIA will be completed as the detailed proposal is developed. Any potential negative impacts will be identified through that process and we will seek to mitigate any impacts accordingly	
Capital				
This is to fund ICT in Community Hubs to enable users to access a range of services and experiences	No	Potential positive impacts for disabled people, older people and those digitally excluded and of lower socioeconomic status	None	N/A
This is to fund the ICT element of the proposed Leisure insourcing	No	None	None	N/A
Laptop Replacement	No	None	None	N/A
Libraries Hub ICT (Public Access)	No	Potential positive impacts for disabled people, older people and those digitally excluded and of lower socioeconomic status	None	N/A
CCTV move and replacement of end-of-life infrastructure	No	None	None	N/A
This is investment in a Corporate Data Platform to further inform our interactions with residents	No	Potential indirect benefits from improved council knowledge base and interactions with residents	None	N/A
This investment is required to support Hybrid AV working between now and Civic Centre coming online	No	Potential benefits to those who require remote working facilities including those with disabilities.	None	N/A
This investment is to supplement existing works at Bruce Castle Museum Condition Works	No	None	None	N/A

The investment is to allow the Alexandra Palace Trust to implement measures statutory measures to counter terrorism	No	None	None	N/A
The investment is to undertake health & safety works at Alexandra Palace	No	None	None	N/A
This investment is to fund compliance works at the Alexandra Palace	No	None	None	N/A
This investment is to allow Alexandra Palace to undertake investment to generate additional income. This will take the form of a loan to Alexandra Palace and will be subject to a satisfactory business case	No	None	None	N/A
This investment is to support the replacement of mobile devices that in turn supports mobile working	No	None	None	N/A
This investment is to replace various ICT elements such as desktop AV and Screens in Offices	No	None	None	N/A

Legal and Governance

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Growth				
Increased cost in running of Coroner's court -This proposal reflects the increased costs of running the Coroners Court.	No	None	None	N/A
Recruitment of Principal Scrutiny Officer - The proposal is to fund an additional Principal Scrutiny Officer. This is to reflect an increase in the team's responsibilities.	No	None	None	N/A
Recruitment of legal support posts - The proposal is to fund additional posts to address the mismatch between demand for legal support and the current capacity of the team.	No	None	None	N/A
Recruitment of support for Committees team - The funding will enable support to the Committees team for in-person Cabinet Member signings as well as provide	No	None	None	N/A

extra support for the Scrutiny team for the Joint Health Overview and Scrutiny Committee which our team manages on behalf of five boroughs.				
Increase in establishment and restructure in Property and Planning	No	None	None	N/A

Corporate

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Growth				
Annual Subscription for membership of Central London Forward	No	Membership of the group will help to deliver economic benefits to Haringey with a specific focus on jobs and skills. Positive impacts for residents experiencing labour and skills market disadvantage, including: disabled residents, Black and minority ethnic residents, young people.	None	N/A
Apprenticeship Levy is charged at 0.5% of the annual pay bill. Since it's introduction, the pay bill has increased due to pay award and an increase to the budget is required	No	N/A increase reflects changes to the pay bill	No	N/A
This is the final adjustment required to rebalance the Early Year funding between the DSG and the GF in accordance with the DSG grant conditions.	No	N/A	N/A	N/A
Bank Charges - Impact of Increased Card payments for services	No	N/A	N/A	N/A
External Audit - Impact of increased External Audit Fees	No	N/A	N/A	N/A

Finance

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
Growth				
Adjustment to Dedicated Schools Grant - This is a technical budget adjustment between the council's main General Fund (GF) budget and the Dedicated Schools Grant (DSG) budget. This is a requirement to ensure that the Council meets the grant conditions of the Dedicated Schools Grant funding received from central government.	No	None	None	N/A
Savings				
Review entitlement for Council to fund Social Care for adults (proactive fraud exercise)	No	None	None	N/A
Cross check all people housed in temporary accommodation for entitlement (proactive fraud exercise)	No	None	None	N/A
Increase DOF charge to HRA	No	None	None	N/A
Apply charges for non LCP Dynamic Market Places 0.5% - 1% on c£40m of spend. Would include social care related categories. Can only be applied from 2025/26 due to Procurement Act not being in force until October 24	No	None	None	N/A

5. Consultation

The budget proposals for 2024/25 have been subject to a formal public consultation. A Budget Consultation Report is appended to the Budget/MTFS Cabinet Report. Key findings

- Respondents were asked which proposals they supported and which they didn't. There was support shown for the need and principle of putting cost saving measures into the budget, moving away from the current leisure centre provider and for funding the Schools Streets programme. There was also support shown by some residents for adjusting library hours rather than have any closures, investing in social housing and new sites for modular

provision and investment in health and social care in the borough. Other proposals which gained some support were the raise in council tax, removal of hard copy magazines in libraries and improving methods of enforcement in the borough.

- There was a lack of support shown by certain residents for amendments to the existing library service, particularly introducing self-service and reducing hours. There was also a lack of support from some for the ongoing refurbishment of the Civic Centre and the council taking leisure services in-house and investing in Pendarren house.
- Respondents were asked what the council should look to do in order to meet its budget challenge and save money, generate income or achieve better value. Suggestions included raising Council Tax, enforcement fees and charges. There were also suggestions to adapt the business model of libraries and start charging for certain services, with a number of respondents recommending a subscription fee. There were suggestions to think again about certain projects which may not benefit the public substantially, use Haringey space for commercial reasons and bring in experts to advise on cost saving practices.

Respondents were asked to comment on any proposals they thought will have a bigger impact on people with protected characteristics.

It was highlighted that leisure and fitness centres and libraries are used by elderly residents not only for fitness and information centres, but also for socialising so they could be negatively impacted if the council are not equipped to bring the facilities in house.

The lack of available toilets if library hours are shortened will also negatively impact older people and potentially pregnant people. Some respondents commented that the proposed budget cuts will disproportionately impact those who are more vulnerable to social isolation and those who are economically disadvantaged.

It was suggested that those with learning difficulties may find it difficult to use an online service to read a paper, or use a self-issue/return machine, the same with people from an older generation.

There were concerns about the budget proposals negatively impacting:

- Older residents
- Disabled residents
- Those with special needs
- Those who are economically disadvantaged
- Children and Young people
- Ethnic minority groups and those for whom English isn't their first language.
- Parents of young children
- Pregnant women