

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:	Safeguarding council tenants and leaseholders policy
Service Area:	Tenancy management
Officer Completing Assessment:	Marc Lancaster & Max Tolley
Equalities Advisor:	Elliot Sinnhuber
Cabinet meeting date (if applicable):	18 June 2024
Director/Assistant Director	Nimisha Patel

2. Executive summary

The Council conducted a comprehensive review of the policy on safeguarding tenants and leaseholders adopted by Homes for Haringey and concluded that the Council's landlord services required an entirely new policy in this area. Following our review, the proposed new Safeguarding Tenants and Leaseholders Policy moves very substantially away from the existing Homes for Haringey Safeguarding Policy.

The new policy aims to ensure that the Council's overarching Safeguarding Policy, (which should be read alongside the policy), is embedded and delivered specifically through our housing management services to ensure that we actively safeguard:

- Children aged under 18 in the homes of our Council tenants and leaseholders
- Council tenants and leaseholders vulnerable within the meaning of the Care Act 2014
- Adults vulnerable within the meaning of the Care Act 2014 who are members of Council tenants' and leaseholders' households
- Adults vulnerable within the meaning of the Care Act 2014 who are tenants or lodgers of Council tenants and leaseholders
- Other adults vulnerable within the meaning of the Care Act 2014 in Council tenants' and leaseholders' homes.

The policy outlines that the Council's housing management team are in a particularly strong position to identify safeguarding concerns and sets out the Council's policy positions and principles in relation to some of those situations such as Cuckooing, Domestic Abuse and VAWG, Financial abuse and Self-neglect and hoarding.

The policy is clear that the Council will work with Adult and Children's Services to provide additional training tailored to specific housing staff on safeguarding such as identifying people with care and support needs, risk, and indicators of abuse, including domestic abuse and when and how to raise concerns through a safeguarding alert.

Central to the draft policy's approach are provisions that safeguarding is an everyday part of all our jobs; that everyone working in any capacity in our housing management services is responsible for approaching safeguarding with professional curiosity; and that officers and contractors must always discuss concerns as soon as possible.

Data from the 2021 Census data has been used to inform this EQIA in assessing how the proposed policy will affect people with protected characteristics amongst the Council's tenant population with data on leaseholders not available.

The proposed policy should have a positive impact for the protected characteristic of age including older tenants and children by being clear on how safeguarding concerns are identified. It confirms that everyone working in any capacity in housing management services is responsible for approaching safeguarding with professional curiosity. In practice the policy is clear this means instead of making assumptions, the focus should be on listening, asking direct questions, checking out and reflecting on any information about possible safeguarding issues received.

It should also have a positive impact on the protected characteristic of disability by stating that staff training, supervision and guidance is provided to the housing management team on how to spot possible signs that a child or vulnerable person may be experiencing or at risk of abuse and neglect.

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.

We have engaged with Haringey residents through attending two meetings of the Resident Voice Board near the start of the policy development process and towards the end of the process. These sessions ensured that the views of vulnerable tenants and leaseholders with protected characteristics were represented in the policy development process.

For example, Board members asked that the importance of multidisciplinary and collaborative working was reflected in how the policy outlined the approach to supporting vulnerable Council tenants and leaseholders. Following this feedback, a line was added to the policy stating that “our housing services look to create strong multi-agency partnerships that provide timely and effective prevention of and responses to abuse or neglect”.

The engagement was undertaken with officers from the Council’s Housing Strategy and Policy team.

We also carried out wide ranging engagement with council staff and the policy evolved as part of this engagement.

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

We attended meetings of the Council’s Resident Voice Board on 16 November 2023 and 15 February 2024. They told us that the policy should include coverage of the following points:

- Should apply to leaseholders.
- Emphasise a more proactive approach to identifying vulnerability – e.g. a risk assessment where age/history/lack of contact etc could all identify someone as needing a visit.
- Commit to multidisciplinary working such as multi agency working.

4. Data and Impact Analysis

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%)

Local Authority Social Rented Tenant Population Profile²

- 0 – 15: 7963 (20%)
- 16 – 24: 6120 (16%)
- 25 – 34: 5000 (13%)
- 35 – 49: 6773 (17%)
- 50 – 64: 8365 (21%)
- 65+: 4745 (12%)

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

2021 Census data has been used to identify the age distribution of the tenant population.

Data on the age distribution of leaseholders is not available.

Detail the findings of the data

Haringey Council's tenant population has a significantly higher proportion of young people (under 24) and older people (over 50) than what is observed in the wider borough population.

Impact

Positive impact.

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)

² Census, 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data)

The proposed policy should be positive for the protected characteristic of age including older tenants and children. This is because the policy aims to prevent abuse and neglect of people of all ages in the Council's housing stock who are either adults vulnerable within the meaning of the Care Act 2014 or children who have not yet reached their 18th birthday.

The policy should also have a positive impact on older and children tenants and leaseholders by being clear on how safeguarding concerns are identified. It confirms that everyone working in any capacity in housing management services is responsible for approaching safeguarding with professional curiosity. This involves exploring and proactively trying to understand what is happening within a household or for an individual rather than making assumptions or taking a single source of information and accepting it at face value by looking, listening, asking direct questions, checking out and reflecting on all the information received.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%³
 - 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 depression⁴
- 1.7% of residents diagnosed with a severe mental illness⁵
- 0.4% of people in Haringey have a learning disability⁶

Local Authority Social Rented Tenant Population Profile⁷

- Disabled under the Equality Act – 22.4% (8729)
 - Day to day activities limited a lot – 12.9% (5040)
 - Day to day activities limited a little – 9,5% (3689)

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

2021 Census data has been used to identify the prevalence of disabilities in the tenant population.

³ Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/disabilityandlongtermhealth/bulletins/disabilityinenglandandwales/2021)

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

⁵ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-improvement/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

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

⁷ Census, 2021 - Custom dataset: <https://www.ons.gov.uk/datasets/create/filter-outputs/dda3992e-e16d-420a-a2d2-14a491b30045#get-data>

Data on the prevalence of disabilities among leaseholders is not available.

Detail the findings of the data

Haringey Council's tenant population has a significantly higher proportion of individuals who have a disability under the Equality Act (2010) than what is observed in the wider borough population.

Potential Impacts

Positive impact.

We know that 22.4% of our tenants and leaseholders are disabled, or experience long-term limiting illness. The proposed policy states that while this does not itself make a person vulnerable, we know that it may result in a person having care needs and also increase their vulnerability to abuse or neglect.

The policy should have a positive impact on this protected characteristic by stating that staff training, supervision and guidance ensure that Council officers have good awareness of the possible signs that a child or vulnerable person may be experiencing or at risk of abuse and neglect. It also has sections on how safeguarding concerns are identified, raised and reported.

4c. Gender Reassignment

Data

Borough Profile⁸

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

Social Rented Tenants Population Profile⁹

- Gender Identity different from sex registered at birth but no specific identity given – 0.76%
- Trans woman – 0.24%
- Trans man - 0.22%

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

2021 Census data has been used to estimate the proportion of tenants that report that their gender identity is different from sex registered at birth. Data that splits Local

⁸ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-identity-england-wales)

⁹ Census, 2021 – [Gender Identity by Tenure – Office for National Statistics \(on.gov.uk\)](https://ons.gov.uk/gender-identity-by-tenure)

Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

Data on the gender identity distribution of leaseholders is not available.

Detail the findings of the data.

Haringey's social rented tenant population has a slightly higher proportion of individuals who report their gender identity as different from sex registered at birth than what is observed in the wider borough population.

Potential Impacts

Neutral impact.

4d. Marriage and Civil Partnership

Data

Borough Profile ¹⁰

- 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%)

Local Authority Social Rented Tenant Population Profile¹¹

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: 3602 (9.2%)
- Married or registered civil partnership: 7519 (19.3%)
- Separated, but still legally married or still legally in a same-sex civil partnership: 1349 (3.5%)
- Single, never married or never registered a same-sex civil partnership: 17033 (43.7%)
- Widowed or surviving partner from a same-sex civil partnership: 1501 (3.9%)
- Does not apply: 7963 (20.4%)

¹⁰ 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)

¹¹ Census, 2021 - Custom dataset: <https://www.ons.gov.uk/datasets/create/filter-outputs/ffce57a7-f77b-4ea8-aad8-281df31dfae1#get-data>

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

2021 Census data has been used to identify the distribution of marital status among tenants.

Data on the distribution of marital status of leaseholders is not available.

Detail the findings of the data.

Haringey Council's tenant population has a significantly lower proportion of individuals who are married or in a registered civil partnership than what is observed in the wider borough population.

Potential Impacts

Neutral impact.

4e. Pregnancy and Maternity

Data

Borough Profile ¹²

Live Births in Haringey 2021: 3,376

Local Authority Social Rented Tenant Population Profile

The council does not hold data on pregnancy and maternity among its tenants.

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

Data on the number of pregnancies and births among tenants and leaseholders is not available.

Detail the findings of the data.

N/A

Potential Impacts

Neutral impact.

4f. Race

¹² Births by Borough (ONS)

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.¹³

Data

Borough Profile ¹⁴

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%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Local Authority Social Rented Tenant Population Profile ¹⁵

Asian: 9.1%

- Bangladeshi: 3.4%
- Chinese: 0.9%
- Indian: 0.9%

¹³ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/our-work/anti-discrimination-law/race-discrimination)

¹⁴ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicity/bulletins/census2021/ethnicgroup)

¹⁵ Census 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/d44a7d29-fc6f-4c90-b4d0-1f38b22ada43#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/d44a7d29-fc6f-4c90-b4d0-1f38b22ada43#get-data)

- Pakistani: 0.7%
- Other Asian: 3.2%

Black: 39.6%

- African: 23.2%
- Caribbean: 11.8%
- Other Black: 4.6%

Mixed: 6.8%

- White and Asian: 0.6%
- White and Black African: 1.2%
- White and Black Caribbean: 2.7%
- Other Mixed: 2.3%

White: 31.0%

- English/Welsh/Scottish/Norther Irish/British: 18.8%
- Irish: 1.6%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.2%
- Other White: 10.4%

Other Ethnic Group: 13.4%

- Arab: 1.7%
- Any other ethnic group: 11.7%

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

2021 Census data has been used to identify the distribution of ethnic groups among tenants.

Data on the distribution of marital status of leaseholders is not available.

Detail the findings of the data.

Haringey Council's tenant population has a significantly higher proportion of individuals who identify as Black, and slightly higher proportion of individuals who identify as Asian or another ethnic group than what is observed in the wider borough population. This is countered by a significantly lower proportion of tenants who identify as White than the wider borough population.

Potential Impacts

Neutral impact.

4g. Religion or belief

Data

Borough Profile ¹⁶

- 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%
- Sikh: 0.3%

Local Authority Social Rented Tenant Population Profile ¹⁷

- Christian: 42.4%
- Buddhist: 1.1%
- Hindu: 0.6%
- Jewish: 0.4%
- Muslim: 25.9%
- No religion: 16.7%
- Other religion: 5.3%
- Religion not stated: 7.4%
- Sikh: 0.2%

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

2021 Census data has been used to identify the distribution of religion among tenants.

Data on the distribution of religion of leaseholders is not available.

Detail the findings of the data.

¹⁶ Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

¹⁷ Census 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/3f832a2b-5432-443e-8926-7e0d92e3cc03#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/3f832a2b-5432-443e-8926-7e0d92e3cc03#get-data)

Haringey Council's tenant population has a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individual who identify as Christian, Buddhist or another religion than what is observed in the wider borough population. This is countered by a significantly lower proportion of tenants who don't associate with any religion or identify as Jewish, Hindu or Sikh.

Potential Impacts

Neutral impact.

4h. Sex

Data

Borough profile ¹⁸

- Females: (51.8%)
- Males: (48.2%)

Local Authority Social Rented Tenant Population Profile¹⁹

- Female: 21,486 (55.1%)²⁰
- Male: 17,482 (44.9%)

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

2021 Census data has been used to identify the of sex in the tenant population. No data is available on the age distribution of leaseholders.

Detail the findings of the data.

Haringey's tenant population has a significantly higher proportion of female individuals than what is observed in the wider borough population.

Potential Impacts

Neutral impact.

4i. Sexual Orientation

Data

¹⁸ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-population/gender-identity)

¹⁹ Census, 2021 – Custom dataset: <https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data>

²⁰ Census, 2021 – Custom dataset: <https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data>

Borough profile ²¹

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

Local Authority Social Rented Tenant Population Profile ²²

- Straight or heterosexual: 86.5%
- Gay or Lesbian: 1.2%
- Bisexual: 0.9%
- All other sexual orientations: 0.5%
- Not answered: 11.0%

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

2021 Census data has been used to identify the distribution of sexual identity among social rented tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

Detail the findings of the data

Haringey's social rented tenant population has a significantly lower proportion of individuals who report their sexual identity as something other than Straight or Heterosexual than what is observed in the wider borough population.

Potential Impacts

Neutral impact.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023²³
- 19.6% of residents were claiming Universal Credit as of March 2023²⁴

²¹ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender/articles/sexualorientationandgenderinenglandandwales/2021)

²² Census 2021 – Sexual Identity by Tenure – Office for National Statistics (ons.gov.uk)

²³ ONS – [ONS Claimant Count](https://www.ons.gov.uk/peoplepopulationandcommunity/employmentandunemployment/articles/onsclaimantcount/2023)

²⁴ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/universal-credit-statistics)

- 29.3% of jobs in Haringey are paid below the London Living Wage²⁵

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)²⁶
- 3.7% of Haringey's working age population had no qualifications as of 2021²⁷
- 5.0% were qualified to level one only²⁸

Household Deprivation^{29 30}

- Household is not deprived in any dimension: 43.32%
- Household is deprived in one dimension : 33.86%
- Household is deprived in two dimensions: 16.78%
- Household is deprived in three dimensions: 5.48%
- Household is deprived in four dimensions: 0.58%

- Household is deprived in the education dimension: 18.48%
- Household is deprived in the employment dimension: 16.43%
- Household is deprived in the health and disability dimension: 28.71%
- Household is deprived in the housing dimension: 22.51%

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.³¹

Local Authority Social Rented Tenant Population Profile^{32 33}

- On Census Day 2021, 47.7% of Haringey Council tenants were not in employment.³⁴
 - Of these, 48.7% had never worked, 40.0% had not worked in the last 12 months, and 11.4% had worked in the last 12 months.

²⁵ 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](#)

²⁶ DfE – [GCSE attainment and progress 8 scores](#)

²⁷ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁸ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁹ Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/b517d031-1601-4ea9-926a-0a87cc896427#get-data](#)

³⁰ Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/44b7fcd4-a533-43da-a430-c7761c1d00f6#get-data](#)

³¹ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

³² Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/b517d031-1601-4ea9-926a-0a87cc896427#get-data](#)

³³ Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/44b7fcd4-a533-43da-a430-c7761c1d00f6#get-data](#)

³⁴ Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/89fb7f4d-a003-4946-815a-5ee3f1688fac#get-data](#)

Educational Attainment

- 25.93% of Haringey Council's working age tenant population did not have any qualifications.³⁵

Household Deprivation^{36 37}

- Household is not deprived in any dimension: 20.34%
- Household is deprived in one dimension : 35.46%
- Household is deprived in two dimensions: 29.71%
- Household is deprived in three dimensions: 13.42%
- Household is deprived in four dimensions: 1.07%

- Household is deprived in the education dimension: 31.95%
- Household is deprived in the employment dimension: 31.83%
- Household is deprived in the health and disability dimension: 47.27%
- Household is deprived in the housing dimension: 28.38%

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

2021 Census data has been used to establish unemployment, educational attainment and levels of household deprivation in the tenant population. As the Census 2021 was carried out during a period of unprecedented, rapid change to the labour market, care must be taken when using the unemployment statistics.

No data is available on the age distribution of leaseholders.

Detail the findings of the data

Haringey Council's tenant population has a significantly higher proportion of residents who are long-term unemployed than what is observed in the wider borough population.

Haringey Council's tenant population has a significantly higher proportion of residents who do not hold any formal educational qualifications than what is observed in the wider borough population.

Haringey Council's tenant population has significantly higher levels of household deprivation than what is observed in the wider borough population.

³⁵ Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/a344970f-c34f-44d2-a7f3-ca342af8cacf#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/a344970f-c34f-44d2-a7f3-ca342af8cacf#get-data)

³⁶ Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/b517d031-1601-4ea9-926a-0a87cc896427#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/b517d031-1601-4ea9-926a-0a87cc896427#get-data)

³⁷ Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/44b7fcd4-a533-43da-a430-c7761c1d00f6#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/44b7fcd4-a533-43da-a430-c7761c1d00f6#get-data)

Potential Impacts

Positive impact.

The proposed policy could help to prevent abuse and neglect of people in the Council's housing stock by engaging with the impact that socioeconomic status indicators such as the income, employment and housing conditions of tenants and leaseholders has on their safety and wellbeing.

The policy is also clear that everyone working in any capacity in the Council's housing management teams is responsible for immediately raising any concerns or suspicions they may have about safeguarding. These factors should be actively addressed in every assessment, supervision session, case conference and court report.

5. Key Impacts Summary

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

The data shows the following findings from Haringey Council's tenant population compared to the wider borough population:

- a significantly higher proportion of young people (under 24) and older people (over 50).
- a significantly higher proportion of individuals who have a disability under the Equality Act (2010).
- a slightly higher proportion of individuals who report their gender identity as different from sex registered at birth.
- a significantly lower proportion of individuals who are married or in a registered civil partnership.
- a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individual who identify as Christian, Buddhist or another religion. This is countered by a significantly lower proportion of tenants who don't associate with any religion or identify as Jewish, Hindu or Sikh.
- a significantly higher proportion of female individuals.
- a significantly lower proportion of individuals who report their sexual identity as something other than Straight or Heterosexual.

5b. Intersectionality

Cuckooing victims are predominantly older, male, and almost always have some form of underlying vulnerability.

5c. Data Gaps

This policy applies to leaseholders; however the Council don't hold data on the protected characteristics of leaseholders. A future action could include working with the Council's leasehold services to explore ways that this gap could be addressed.

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

The aim of the proposed policy is to prevent abuse and neglect of people of all ages in the Council's housing stock. This is to ensure that we actively safeguard people who are either adults vulnerable within the meaning of the Care Act 2014 or children who have not yet reached their 18th birthday.

The proposed policy outlines that the Council's housing management team are in a particularly strong position to identify safeguarding concerns and sets out the Council's policy positions and principles in relation to some of those situations such as Cuckooing, Domestic Abuse and VAWG, Financial abuse and Self-neglect and hoarding. This which will particularly positively impact on the protected characteristics of age and disability.

7. Amendments and mitigations

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

No changes are proposed, however advancing equality of opportunities has been a golden thread when developing this policy.

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

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below

N

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.

N

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: The actions taken are explained throughout this EQIA

Lead officer: **N/A**

Timescale: **N/A**

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:

7. Ongoing monitoring

Senior Managers from the Council's landlord and housing services attend and actively participate in Haringey Safeguarding Children's Partnership (HSCP) and Haringey Safeguarding Adults Board (HSAB) meetings and relevant subgroups and working groups. This ensures that our landlord services are informed and guided at a strategic and practical level by a partnership approach to safeguarding adults and children. These meetings will include ongoing monitoring of this policy and its effects on individuals with protected characteristics covered by the Equality Act 2010.

The Council's Resident Voice Board will also be involved and asked for their feedback when the policy is reviewed in 3 years' time unless earlier events or legislation require an earlier update to this policy.

Date of EQIA monitoring review:

17 May 2024.

8. Authorisation

EQIA approved by (Assistant Director/ Director)

[Type answer here].

Date

[Type answer here].

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.