

## 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.

<https://www.gov.uk/government/consultations/consultation-on-the-consumer-standards/annex-4-draft-equality-impact-assessment-accessible-version>

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

<b>Name of proposal:</b>	<b>Responsive Repairs Policy</b>
<b>Service Area:</b>	<b>Haringey Repairs Service</b>
<b>Officer Completing Assessment:</b>	<b>Max Tolley</b>
<b>Equalities Advisor:</b>	<b>Elliot Sinnhuber</b>
<b>Cabinet meeting date (if applicable):</b>	<b>17 September 2024</b>
<b>Director/Assistant Director</b>	<b>Robbie Erbmman</b>

### 2. Executive summary

The new responsive repairs policy will be a new Council policy. It sets out that the aim of Haringey Council Housing Repairs and Maintenance service is to deliver an effective, efficient and timely repairs, maintenance and planned improvements service for the homes and communal areas for which the Council is responsible.

The new policy makes the following changes which will positively impact our vulnerable tenants and leaseholders by:

- Confirming the Council know that some council housing tenants are vulnerable and at greater risk of harm because of their vulnerability in relation to disrepair or damage to their home. The policy is clear that the Council

prioritise these repair cases in line with the Council's vulnerable tenants and leaseholders' policy and the vulnerable residents' repairs policy.

- Stating the Council understand that tenants' needs change over time and encouraging tenants to confirm about any circumstances such as a hearing impairment or mobility restriction when reporting a fault so that the repair case can be prioritised appropriately.
- Recognising that vulnerable tenants may face unique challenges with fuel poverty. The policy makes links to the Council's Affordable Energy Strategy and the tailored support and advice available from various organisations, to help tenants manage their energy bills and reduce utility debt.

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 findings included that council Haringey Council's tenant population compared to the wider borough population has a significantly higher proportion of young people (under 24) and older people (over 50) and a significantly higher proportion of individuals who have a disability under the Equality Act (2010). There is a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individuals 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. There is also a significantly higher proportion of female individuals.

The proposed policy should have a positive impact for the protected characteristic of age by stating that the policy approach to supporting vulnerable tenants including tenants with disabilities is in line with the council's repairs for vulnerable residents repairs policy. This confirms that the council offer an enhanced repair service for all vulnerable residents that might need extra support after an initial assessment to make sure that the tenants meet the criteria

It should also have a positive impact on the protected characteristic of disability by outlining that tenants can easily and quickly report repairs and maintenance issues using 'My account' on the Councils' website and by phone. This could a positive impact on tenants who experience communication barriers due to a disability.

By linking to the Council's translation and interpretation policy with the aim that language should never be a barrier to accessing services, this should also have a positive impact on the protected characteristic of race.

### **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 engaged with Haringey residents through attending two meetings of the Resident Residents' Repairs and Maintenance Continuous Improvement Group (CIG) 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 the protected characteristics were represented in the policy development process.

For example, Resident CIG group members asked that the policy include more details on how Haringey Council Housing Repairs and Maintenance service would support vulnerable tenants that required repairs to their council homes. We have outlined in the policy that we know some of our tenants are vulnerable and at greater risk of harm because of their vulnerability in relation to disrepair or damage to their home. The policy also confirms that where we have a record of vulnerabilities, we will prioritise repairs for these tenants or leaseholders in line with our vulnerable tenants and leaseholders' policy and our vulnerable residents' repairs policy.

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 Residents' Repairs and Maintenance Continuous Improvement Group on 21 February 2024 and on 17 April 2024. They told us that the policy should include coverage of the following points:

- The importance of clear communication and being transparent and accountable to tenants about any repairs and timescales that will impact on their council home.
- Clarity on the support provided by the repairs service to vulnerable residents.

## **4. Data and Impact Analysis**

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

## **4a. Age**

### **Data**

#### **Borough Profile<sup>1</sup>**

- 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 Profile<sup>2</sup>**

- 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.

People of all ages may need support from Haringey's Repairs Service to continue living independently, older people are more likely to require additional support.

The policy outlines that the council's approach to supporting vulnerable tenants including tenants with disabilities is in line with the council's repairs for vulnerable

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

<sup>2</sup> 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)

residents repairs policy. This confirms that the council offer an enhanced repair service for all vulnerable residents that might need extra support after an initial assessment to make sure that the tenants meet the criteria such as whether the resident is able to complete repairs themselves and whether the support is needed on a temporary or permanent basis.

Setting out repairs timescales in the policy may have a positive impact on older tenants and those with young children by providing them with greater transparency on timescales and making it easier to hold the Council to account on delivery.

## **4b. Disability**

### **Data**

#### **Borough Profile**

- Disabled under Equality Act – 13.7%<sup>3</sup>
  - 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 depression<sup>4</sup>
- 1.7% of residents diagnosed with a severe mental illness<sup>5</sup>
- 0.4% of people in Haringey have a learning disability<sup>6</sup>

#### **Local Authority Social Rented Tenant Population Profile <sup>7</sup>**

- 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.

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 that observed in the wider borough population.

### **Potential Impacts**

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

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

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

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

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

Positive impact.

The policy outlines that tenants can easily and quickly report repairs and maintenance issues using 'My account' on the Councils' website and by phone. This could a positive impact on tenants who experience communication barriers due to a disability.

By committing to maintaining all communal areas this may have a positive impact on disabled tenants because most designed or adapted accommodation for people who share these protected characteristics has communal areas. This could help to ensure communal areas are accessible and safe to use both in terms of accessing and leaving the home as well as making use of communal areas. This may help to minimise the disadvantage disrepair or poor quality of communal areas could otherwise cause, particularly to tenants with reduced mobility.

The policy also states that if a tenant has a disability, or difficulties coping with everyday tasks within their council home, they can raise this with the Council by contacting either their housing manager or contacting the Council's First Response Team.

## **4c. Gender Reassignment**

### **Data**

#### **Borough Profile<sup>8</sup>**

- 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 Profile<sup>9</sup>**

- 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 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**

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<sup>8</sup> Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-demographics/gender-identity)

<sup>9</sup> Census, 2021 – [Gender Identity by Tenure – Office for National Statistics \(on.gov.uk\)](https://ons.gov.uk/people-and-population/population-demographics/gender-identity)

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

**Note:** Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

### Data

#### Borough Profile <sup>10</sup>

- 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 Profile <sup>11</sup>

- 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%)

### 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.

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<sup>10</sup> Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>11</sup> Census, 2021 - [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/fce57a7-f77b-4ea8-aad8-281df31dfae1#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/fce57a7-f77b-4ea8-aad8-281df31dfae1#get-data)



### **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 identified.

## **4e. Pregnancy and Maternity**

### **Note<sup>12</sup>:**

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

### **Data**

#### **Borough Profile <sup>13</sup>**

Live Births in Haringey 2021: 3,376

### **Target 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 identified.

## **4f. Race**

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.<sup>14</sup>

### **Data**

#### **Borough Profile <sup>15</sup>**

Arab: 1.0%

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<sup>12</sup> Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

<sup>13</sup> Births by Borough (ONS)

<sup>14</sup> [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)

<sup>15</sup> Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)



- 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/Northern 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 <sup>16</sup>**

**Asian: 9.1%**

- Bangladeshi: 3.4%
- Chinese: 0.9%
- Indian: 0.9%
- Pakistani: 0.7%
- Other Asian: 3.2%

**Black: 39.6%**

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

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<sup>16</sup> 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)

**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 ethnic groups 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 individual 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**

Positive impact.

The policy outlines that the service will clearly communicate timescales to tenants for the completion of repairs, maintenance and planned improvements to their homes and take appropriate steps to deliver them. The policy also links to the Council's translation and interpretation policy with the aim that language should never be a barrier to accessing services.

**4g. Religion or belief**

**Data**

### **Borough Profile <sup>17</sup>**

- 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 <sup>18</sup>**

- 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**

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**

Positive impact.

The policy states that the Council will clearly communicate timescales to tenants for the completion of repairs, maintenance and planned improvements to their home. This

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<sup>17</sup> Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/religiousbeliefsandethnics/bulletins/religiousbeliefsandethnicsinenglandandwales/2021)

<sup>18</sup> 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)

could allow flexibility to ensure that non-emergency works may be set to avoid religious activities or festivals which are timed.

## **4h. Sex**

### **Data**

#### **Borough profile <sup>19</sup>**

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

#### **Local Authority Social Rented Tenant Population<sup>20</sup>**

- Female: 21,486 (55.1%)
- 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 distribution of sex in the tenant population.

No data is available on the age distribution of sex amongst 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 identified.

## **4i. Sexual Orientation**

### **Data**

#### **Borough profile <sup>21</sup>**

- 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 <sup>22</sup>**

- Straight or heterosexual: 86.5%
- Gay or Lesbian: 1.2%

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<sup>19</sup> Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandculture/genderidentity/articles/genderidentityageandsexenglandandwales2021)

<sup>20</sup> 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)

<sup>21</sup> Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandculture/sexualorientation/articles/sexualorientationenglandandwales2021)

<sup>22</sup> Census 2021 – [Sexual Identity by Tenure – Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandculture/sexualorientation/articles/sexualidentitybytenureenglandandwales2021)

- 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.

Data on the sexual identity distribution of leaseholders 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 identified.

## **4j. Socioeconomic Status**

### **Data**

#### **Borough profile**

#### **Income**

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023<sup>23</sup>
- 19.6% of residents were claiming Universal Credit as of March 2023<sup>24</sup>
- 29.3% of jobs in Haringey are paid below the London Living Wage<sup>25</sup>

#### **Educational Attainment**

- Haringey ranks 25<sup>th</sup> out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)<sup>26</sup>
- 3.7% of Haringey's working age population had no qualifications as of 2021<sup>27</sup>
- 5.0% were qualified to level one only<sup>28</sup>

### **Area Deprivation**

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<sup>23</sup> ONS – [ONS Claimant Count](#)

<sup>24</sup> DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

<sup>25</sup> 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](#)

<sup>26</sup> DfE – [GCSE attainment and progress 8 scores](#)

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

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

Haringey is the 4<sup>th</sup> 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.<sup>29</sup>

## Local Authority Social Rented Tenant Population

### Income

- On Census Day 2021, 47.7% of Haringey Council tenants were not in employment.<sup>30</sup>
  - 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.

### Educational Attainment

- 25.93% of Haringey Council's working age tenant population did not have any qualifications.<sup>31</sup>

### Household Deprivation<sup>32 33</sup>

- 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 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.

<sup>29</sup> IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019)

<sup>30</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/89fb7f4d-a003-4946-815a-5ee3f1688fac#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/89fb7f4d-a003-4946-815a-5ee3f1688fac#get-data)

<sup>31</sup> 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)

<sup>32</sup> 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)

<sup>33</sup> 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)

### **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.

### **Potential Impacts**

Positive impact.

The policy includes a section on adaptations which states that we want Council tenants to be able to live safely and independently for as long as possible in their own homes. It states that if a tenant has a disability, or difficulties coping with everyday tasks within their council home then the Council's Financial Assessment Officers can arrange for grant assistance, when relevant, and provide help to complete the necessary forms.

The policy states that tenants can easily and quickly report repairs and maintenance issues using 'My account' on the Council's website and by phone. Where people cannot afford a phone or the internet, they can seek assistance to apply in person at the Council's customer service centre.

The policy also recognises that tenants may face unique challenges with fuel poverty. The policy makes links to the Council's Affordable Energy Strategy and the tailored support and advice available from various organisations, to help tenants manage their energy bills and reduce utility debt.

## **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**

We know that along with the local protected characteristic of socio-economic status, some our tenants may have more than one of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

These can all put individuals at greater risk of exclusion. We take these factors into account when considering whether somebody is vulnerable and qualifies for the Council's enhanced repairs service. The policy links to the Council's vulnerable residents repairs policy and the Council's vulnerable tenants and leaseholders policy.

### **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**

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

The policy will have a positive impact on the protected characteristics of age, disability, race, religion and socio-economic status. It will have a neutral impact on those with other protected characteristics.

The Responsive Repairs Policy recognises that:

- Some council housing tenants are vulnerable and at greater risk of harm because of their vulnerability in relation to disrepair or damage to their home. The policy is clear that the Council prioritise these repair cases in line with the Council's vulnerable tenants and leaseholders' policy and the vulnerable residents' repairs policy.
- Tenants' need's change over time and encouraging tenants to confirm about any circumstances such as a hearing impairment or mobility restriction when reporting a fault so that the repair case can be prioritised appropriately.
- Vulnerable tenants may face unique challenges with fuel poverty. The policy makes links to the Council's Affordable Energy Strategy and the tailored support and advice available from various organisations, to help tenants manage their energy bills and reduce utility debt.
- Language should never be a barrier to accessing services by linking to the Council's translation and interpretation policy, this should also have a positive impact on the protected characteristic of race.

## 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:**

The actions taken to mitigate negative impacts are explained throughout this EQIA.

## **7. Ongoing monitoring**

Council officers from Haringey's Repairs Service will be responsible for delivering an action plan to implement this policy which will include monitoring of the equalities impact of this policy. 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:** 22 July 2024

## **8. Authorisation**

EQIA approved by (Assistant Director/ Director)

**Robbie Erbmenn**

Date

**20 August 2024**

## **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.