

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:	Culture and Arts Strategy
Service Area:	Culture, Strategy and Engagement
Officer Completing Assessment:	Yamin Choudury and Kenneth Tharp
Equalities Advisor:	Vlada Shevelkova
Cabinet meeting date (if applicable):	October 2024
Director/Assistant Director	Jess Crowe

2. Executive summary

Haringey's Arts & Culture Strategy sets out the council's vision for how it will support art, culture and creativity in Haringey, the key priorities, and the actions that will be taken to achieve them. It defines how the council will work alongside residents, creative communities, stakeholders and the culture sector to build strong and meaningful partnerships, so that everybody can benefit from a vibrant, cultural and

creative Haringey – increasing well-being, reducing inequalities and strengthening communities.

The recent success of the London Borough of Culture 2027 award signifies Haringey's intent and underlines this importance of this strategy; it will encourage opportunity for everyone in the borough to participate in arts & culture; it will leverage more investment into the borough, that can in turn be invested into residents and the sector; it will develop new, intergenerational audiences, participants and creatives; and it will support young people to shape their future.

The Arts & Culture Strategy will cover a five-year period (2024 to 28) and will be supported by an Action Plan, co-produced with the culture sector and other stakeholders.

The overarching vision for the Arts & Culture Strategy is to build strong and meaningful partnerships with local communities and wider stakeholders by Celebrating & Inspiring, being Open & Collaborative and Ambitious & Dynamic, so that people who live in, work in and visit the borough, all benefit from a vibrant, cultural and creative Haringey. The priorities of the strategy are:

Aim 1: Celebrating & Inspiring

Through the celebration of what is distinctive about Haringey – our diversity, heritage, communities, venues and artists – we aim to inspire our residents and visitors to take part in the great culture on our doorstep.

Aim 2: Open & Collaborative

We need to be more open to new ways of working and collaborative in our approach to connecting with internal and external partners, so that the people who live and work in Haringey can benefit from growth in the creative sector.

Aim 3: Ambitious & Dynamic

By taking a more ambitious and dynamic approach to programming and collaboration, there will be more opportunities for all our residents and communities to shape, create and take part in arts & culture on their doorstep.

An **Action Plan** will run alongside the strategy and will be developed in line with further consultation and feedback with the sector, residents and stakeholders.

This Equality Impact Assessment responds to the priorities of the borough's Arts & Culture Strategy and its impact on Haringey's communities and its cultural sector from an equalities perspective. The strategy considers the impacts on groups that fall under the nine protected characteristics, through its priorities, and the subsequent Action Plan will do so too.

The Culture Strategy has equality, equity and access at the very centre of its creation and ambition for the borough.

This is reflected in the six guiding principles underpinning the strategy:

Access

Striving for better access, so that everyone has the opportunity to benefit from, enjoy and participate in arts & culture.

Collaboration

Encouraging collaboration, especially where it leads to enhanced cultural provision, better infrastructure, increased transparency, and better access to information for our creative and cultural communities.

Equity

Supporting increased equity, by valuing, respecting, celebrating, taking pride in, and learning from our rich heritage, diverse culture, and histories.

Growth

Promoting growth and autonomy for our residents and local businesses so that they can achieve their potential.

Life-long learning

Ensuring that our children and young people can fully participate in rich and sustained cultural learning, and benefit from the transformative power of arts & culture throughout their lives.

Visibility & representation

All of our communities should be able to see themselves represented in Haringey's cultural and creative offers and be actively involved in decision-making.

The strategy will assist the council in developing internal focus and resource, that in turn will allow us to better support the local arts and culture sector. Working closely with our cultural partners and stakeholders, we aim to overcome barriers to access and inclusion that may prevent all our residents simply enjoying a rich arts and culture offer in their borough and help them to be better placed to access opportunity, development, training and employment in the arts and cultural sector.

The Arts & Culture Strategy sets out the role that arts & culture will play in delivering a stronger and more open Haringey for our residents and businesses, in line with Haringey 2035: Borough Vision, the Haringey Deal and our Corporate Delivery Plan 2024 to 2026.

Impact

In terms of public benefit, the strategy and delivery plan are seeking to ensure equity of access to a borough-wide cultural offer, and to services which improve outcomes for all residents. All groups of residents, regardless of their characteristics (e.g. ethnicity, sex, religion, age etc), will have increased opportunity to enjoy and participate in cultural activity and related opportunities. As such, the strategy is

anticipated to have a positive impact on protected groups and promote the aims of the Public Sector Equality Duty. Some key considerations within the strategy include:

- The strategy and action plan will encourage diversity of provision, support the development of solutions and will draw on a range of data sources, effective practice, expert knowledge and experience to identify and meet the needs of the locality and remove barriers where possible. This will take into account the different profiles and characteristics of residents in these localities and the activities they like to partake in, considering protected characteristics like age, sex, disability, and race.
- A considered marketing approach will also take into consideration the backgrounds, age and other protected characteristics of residents so that information about arts and culture opportunities reach to residents from all our communities. There will also be dedicated programmes and marketing of those activities to and for younger and older residents – these will be particularly focused in the east of Haringey (where most people live) and cross borough marketing will encourage participation in activities on both sides of the borough.
- A community-led and co-production approach to art and culture programming will also increase participation in programming by Haringey's communities, not only as audiences but also as participants and artists.
- The strategy intends to take services nearer to people's homes through the increased use of community spaces including libraries, parks and open spaces. This should enhance opportunities to access services among all groups of residents, ensuring that costs of travel are minimised, and all people can participate in arts and culture, regardless of their socioeconomic status.
- Maximising the benefits of growth in Creative and Cultural Industries for residents is a key strand in the strategy, creating meaningful opportunities for young people to gain skills in these industries is key to realising this outcome. Through working closely with the cultural sector to increase opportunities, not only at venues but in places where young people like to visit; education providers to support the development of initiatives and youth organisations to inform and communicate pathways – it is intended that there will be an increase in the number of young people gaining employment and skills in the creative industries.

There are many positive equality outcomes contained within the contents of the strategy, which is designed to benefit all Haringey residents. Our London Borough of Culture award brings an injection of £1.3 million from the GLA, along with a council commitment to match a proportion of that funding, as well as identified opportunities to lever in additional external funding. This confidence and commitment to arts and culture, combined with this 5-year strategy, will enable a more holistic and joined-up approach, that will in turn allow many more of our residents to engage in culture and

the arts in ways they have not done before. Therefore, the strategy is likely to lead to positive impacts, in particular advancing equality of opportunity for people with protected characteristics and fostering good relations between people who share protected characteristics and who do not – by providing training, development, and events and raising awareness of different cultures across Haringey

Where gaps in data have been identified, mitigations include further engagement with groups, in particular disabled people, faith groups and African, African Caribbean and Eastern European communities. We also need to build our own database of artists, community arts groups and creative businesses, so that we can have the best overview of both the needs and opportunities across the borough.

Next steps include further engagement and collaboration, as above, as well as working closely with our cultural partners and stakeholders, to develop a more detailed action and implementation plan. Much of the engagement has been written into our bid for London Borough of Culture, which also includes funding and a commitment to evaluation. The EQIA will be monitored throughout the lifetime of this 5-year strategy, and should be refreshed in 2028, to check for improvements in equalities and access to culture and the arts both during and after London Borough of Culture.

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.

In 2023, the council ran an extensive consultation programme, with a focus on hearing from Haringey's 'seldom heard' communities. This included engagement with protected services users from Black, Asian and Global Majority groups, including roundtables with the Turkish/Kurdish and Somali communities. The council also consulted LGBTQ+ groups and with groups who have disabled users. The council partnered with Haringey Creates to get the views of young people and disabled young people. The council also sent a survey to audiences – where we had more than 200 responses (3/4 from women). The council spoke to families in Bruce Castle Museum & Archive, and to library users from across our nine libraries.

Below is a list of our engagement:

- Online survey completed by over 200 people from across the borough – publicised via social media and various networks
- Conversations with young people held by Haringey Creates; engaging 100+ participants through Haringey Shed and with primary and secondary schools across the borough
- Consultation at an Immersive Theatre production held outside libraries and at Markfield Road Festival (3 events, reaching 60+ people)

- Friends of Libraries meetings: round table talks with individual groups
- Meetings with art & culture groups in the borough and in the voluntary sector
- Meetings with the Culture Strategy Working Group which included cultural organisations in the borough
- A Culture Summit held in October 2023 at Hornsey Library with 30 attendees from Haringey arts and community groups, and 30 council officers from various departments including representatives from Parks, Children & Young People services, Communities, Policy etc.
- Conversations through the Voluntary and Community Sector Forum
- Strategic discussions with cabinet members and directors and at an All-Member briefing/engagement session
- Discussions at [Tottenham Voices](#) events
- Roundtable discussions with our Community Networks, including Turkish/Kurdish and Somali communities; and engagement with Bulgarian and African Caribbean networks
- Discussions at an Internal Council Culture Strategy Steering Group

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

The findings from our engagement show that there is great appetite for culture across our borough. People of all ages want to be active participants in cultural activity. Creative businesses want to thrive.

The challenges faced at a local level, however, are also reflective of the national picture.

According to The State of the Arts report (July 2024):

- *The UK has one of the lowest levels of government spending on culture among European nations, and was one of a small minority of countries to reduce total culture spending per person between 2010 and 2022*
- *Between 2009-10 and 2022-23, per person in real terms:*
 - *Local government revenue funding of culture and related services decreased by 29% in Scotland, 40% in Wales and 48% in England, alongside rising cost and demand pressures on statutory services (especially social care)*
 - *The Department for Culture, Media and Sport (DCMS)'s core funding of cultural organisations decreased by 18% to only 0.17% of total public spending per person*

- *The Arts Councils' core Government funding decreased by 18% in England, 22% in Scotland, 25% in Wales and 66% in Northern Ireland*
- *Between 2009-10 and 2020-21, per person in real terms, spending on British public libraries fell by 53%*

The report 'outlines the very real challenges faced by the sector on a national scale and underscores the need for better and more balanced support to ensure the vitality and accessibility of the arts for everyone, across all parts of the UK.'

Meanwhile, against the odds, Haringey's cultural landscape tells a story of resilience and growth:

- According to 2023 NOMIS data Creative and Cultural Industries make up nearly 20% of all businesses in the borough, and according to IDBR data, employing over 3,300 people. One in five jobs in the borough are in the creative sector
- The number of Arts Council National Portfolio (NPO)^[1] organisations in the borough has doubled since 2018-2022, from five to ten, and as a result, doubled the amount of NPO funding received in the current round of funding, 2023-2026.^[1] [2023-26 Investment Programme | Arts Council England](#)¹
- Our successful bid to become London Borough of Culture (LBoC) 2027 has already brought in over £1.3million of external investment into the borough
- In 2024, Haringey Music Service became the lead organisation for the North London Music Hub, and was awarded £1.7 million to work with Camden, Islington, Enfield and Barnet to support and champion music participation and engagement for young people
- According to Audience Agency data, our residents are highly culturally engaged, exceeding the London average for arts attendance in all arts & culture categories

At the same time, there are many signs of further opportunities not yet realised, and unmet needs in terms of who, how and where people have access to a rich arts & cultural provision across the borough. There is much more still to do, and many challenges persist, with our communities' needs growing. Haringey residents in the east and west of the borough experience substantial inequalities relating to health, income, employment, and education.

Our residents are highly culturally active, according to the Audience Agency's report, cultural engagement in Haringey is high, above the London average - with particularly high levels of attendance art galleries, museums and the cinema. Haringey is above the London average in all arts attendance categories.

Our communities are pioneering and inspirational. The history of resistance in our communities, serves as a powerful reminder of the transformative potential of

collective action and the enduring legacy of those who dared to defy the status quo. We were at the forefront of the fight for LGBTQ+ rights, standing together against Section 28. In 1985 Bernie Grant became the first Black council leader in Europe and under his leadership, Haringey was one of the few councils who developed policies for tackling discrimination based on sexual orientation as well as discrimination on grounds of gender, disability and race.

For the last 200 years working class and diaspora communities from across the globe have made a home in Haringey and fought for the rights of their communities and their neighbours. It is the deep connections that our residents have to their heritage and history that connects Haringey to rest of the world and has made us a champion for greater change.

Our borough has long been a haven for creatives and visionaries, providing a platform for voices that challenge, provoke, and inspire. Whether through ground-breaking productions, boundary-pushing exhibitions, or grassroots community projects, Haringey's art and culture embodies the rebellious ethos that defines our identity.

Our diversity is our strength, Haringey is the 5th most ethnically diverse borough in the country. 68% of residents come from non-White British communities with over 180 different languages spoken across Haringey. We believe this diversity is something that sets us apart and makes Haringey the world in one borough. Collaboration and sharing between our communities create a more open and connected Haringey; art and creativity is fundamental to this process.

London Borough of Culture 2027 and hosting UEFA Euro 2028, both offer significant opportunity. Becoming London Borough of Culture 2027 will enable us to share the story of Haringey, of our artists, our communities, and our history of innovation, creativity and activism, to a much wider audience. It is a chance for us to shout about who we are and what makes us so exceptional as a community. With the UEFA Euros 2028 tournament following on immediately after our Borough of Culture year, it offers additional opportunity to amplify the stories of Haringey on a global platform and cement our borough even more strongly in people's minds as a destination, which in turn supports community pride and benefits the local economy.

We can demonstrate some of our findings, and what it means for the strategy, as follows: according to data from Audience Agency (AA) our audiences in the borough can be largely characterised in 4 category archetypes (Audience Spectrum data, segments the national population by their attitudes towards culture, and by what they like to see and do; there are 10 different Audience Spectrum profiles that can be used to understand what audiences and participants are like), described using AA categorisation, and language, below:

- 39% Metroculturals:
- 36 % Kaleidoscope Creativity:
- 23 % Experience Seekers:
- 1% Commuterland Culturebuffs

The above data, while extremely informative as a whole and at face value, illuminates a key finding: Haringey's second most engaged user group as a borough, is the second least engaged on a national basis. This skews national statistics and reveals critical learnings regarding: the depth of Haringey's diversity; how we can develop new audiences; the types of 'art' we should invest in further; and even how and where we should signpost our opportunity to increase our reach into these communities.

Generally, cultural engagement is good in Haringey and higher than for the rest of London, with particular high attendance in theatre and cinema. Haringey residents like going out and experiencing culture more than those living in other London boroughs.

When it comes to more popular events such as theatre, popular/rock concerts and plays, attendance among Haringey residents is now above the London rate in all categories, bar theatre, where it is equal. In the lesser attended events category, Haringey is 1-2% higher in attendance than London.

4. Data and Impact Analysis

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

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

4a. Age

Data

Borough Profile²

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

Target Population Profile

The culture strategy targets the whole population.

There is an age bulge in Haringey between the ages of 25 and 49, peaking in the 30–34-year-olds 59,800 of the population are aged between 0 and 19. This is 22.6% of the total population. This is proportionately lower than both London (23.7%) and England and Wales (23.0%).

Young people (aged 0-19) are more prevalent in the East of the Borough, with wards such as South Tottenham having 31.8% in this age group, Bruce Castle 27.2%, and Northumberland Park 27.6%. Conversely older people (aged 65+) are more prevalent

² 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)

in the West of the Borough, with wards such as Muswell Hill having 16.3% of its population in this age group, Highgate 14.2%, Fortis Green 14%, and Alexandra Park 13.9%.

We know from our engagement with young people in the borough that they are eager to be involved in cultural activity, especially where they are given creative agency to shape their own events, and where it involves things that relate to their interests and their cultural identity. There is plenty of young talent, but there is still room to grow the offer for young people.

Young people from certain backgrounds may face particular barriers in entering into the arts and creative professions. The Act for Action Report (2024) highlights 'the profound challenges and systemic barriers faced by young Black individuals aspiring to enter the British theatre industry' - 60.1% felt unsupported in entering the industry on stage', whilst '79% felt unsupported in entering the industry off stage'

'The findings highlight a need for support initiatives to fight against these barriers and foster opportunities for all aspiring professionals.'

At a local level we will work alongside local cultural organisation, and other organisations and individuals, to help address some of these systemic issues.

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

We have used Audience data to segment our population, we had a good age cross section in our culture survey. We also have qualitative data from Tottenham Voices and Wood Green Voices. Haringey Creates has gathered the views of young people on culture and we have spoken to older people through forums and library user groups and in the Grace Centre. We also consulted with young artists in the Warehouse District, in the Made By Tottenham network, and those with artist studios in the borough.

Detail the findings of the data.

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

The aim of this strategy is to make sure that culture is seen in its wider sense as something that reaches everyone in the community, and not just a narrow group of people who already go to formal cultural events in Haringey and in central London. It

is unlikely that one group will be disproportionately affected by the strategy, and the central focus of the strategy is on inclusion, on bringing culture to more people and giving more people access to culture in their borough.

Culture and arts deliver great value for all age groups, but it is important to recognise different age groups will have different needs in relation to arts and culture. For example, older people (who are one of the groups most impacted by social isolation) may benefit most from social connection during art and cultural events. Additionally, older people may face greater levels of digital exclusion and face barriers in terms of accessibility of services and information ([CultureHive, 2022](#)). Whereas younger age groups may seek opportunities for learning and information on careers within arts and culture ([Art Fund, 2021](#)). They may also face barriers like not having access to culture and arts in schools and prohibitive pricing ([Think NCP, 2019](#)).

Potential Impacts

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

It is anticipated that the Culture and Arts strategy will have a positive impact on age.

The Arts & Culture Strategy commits to improving access to arts and culture opportunities for both younger and older aged audiences through - increased partnerships with schools and public health providers; direct dialogue with younger and older people, dedicated heritage programmes and intergenerational projects, career pathways and increased and dynamic marketing of opportunities in the wards with high densities of younger or older people as well dedicated programmes co-designed by older and younger residents.

Our strategy's outcomes directly respond to Haringey's Borough Profile⁸ and offer programmes and initiatives specifically aimed at connecting with all our communities - including those over the age of 60 (our older communities feel high levels of social exclusion), our LGBTQI+ communities, school children, young people aged 16-30 who are entering the world of work, as well as all those who live and work across the borough.

The strategy will help ensure that our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, events and celebrations, cocreation/coproduction, our collections and archive materials

The council intends that the outcomes of this strategy will have the greatest positive impact on younger people in Haringey, giving them access to cultural experiences in school, in youth clubs and as part of holiday activity programmes. We mention also the importance of children and young people's access to arts events in central London. The strategy also emphasises the importance of developing pathways for young people to have careers in the arts and cultural sector, as leaders and producers, as well as performers, sound and lighting engineers, particularly in TV, film and the music industry. The Arts & Culture Strategy particularly focuses on delivering growth, skills and employment through the economic and social benefits of culture by building

partnerships to increase access to opportunities for people to develop skills in the growing local sector and increasing the chances of employment for local young people.

In particular, the strategy will have the following actions that will deliver a positive impact for children and young people:

- Advocating for and supporting the delivery of high-quality creative education and a dedicated arts and culture offer in schools, colleges and family hubs
- Doing more to support, encourage and unite our youth forums
- Identifying where culture and sport can crossover to support health, wellbeing, training and opportunities for young people
- Continuing our work through Haringey Music Service and the leadership of the North London Music Hub, to give children and young people consistent access to high quality music provision
- Empowering our residents to play a more active role in shaping a rich programme of events in Haringey - ensuring that youth voice is integral to arts & culture decision-making, planning and programming, particularly in preparation for London Borough of Culture
- Amplifying the role of libraries as free, places for learning, engagement and enrichment, by working closely with our Voluntary and Community Sector partners to develop a new Community Hub model

Through the Action Plan we will work with cultural organisations to identify projects and activities directly engaging both age groups and steer activity to audiences and participants in wards where most young or older people live.

The co-production of Action Plans and the delivery of London Borough of Culture programme and its evaluation, will give further opportunity to directly engage with various user groups and identify specific projects aimed at removing barriers to participation and in turn having a positive impact on Age, and monitoring the impact.

The following strategy outcomes will directly positively impact Age:

- Developing a clear communications strategy with the aim of promoting cultural events, opportunities and artists in Haringey
- Advocating for and supporting the delivery of high-quality creative education and a dedicated arts and culture offer in schools, colleges and family hubs
- Supporting the development of more networks for artists and creative organisations

- Doing more to support, encourage and unite our youth forums
- Developing clear creative career pathways for local people so that employment opportunities are harnessed
- Increasing transparency of funding and commissioning opportunities for the local arts and culture sector particularly relating to boroughwide programming such as Women's History Month, LGBT+ History Month, and Black History Month etc. as well as through Haringey's London Borough of Culture delivery
- Developing clear creative career pathways for local people so that employment opportunities are harnessed
- Identifying where culture and sport can crossover to support health, wellbeing, training and opportunities for young people
- Developing our quantitative understanding of cultural participation and engagement so that our definition of culture truly reflects the activities our communities want to take part in
- Continuing our work through Haringey Music Service and the leadership of the North London Music Hub, to give children and young people consistent access to high quality music provision
- Empowering our residents to play a more active role in shaping a rich programme of events in Haringey - ensuring that youth voice is integral to arts & culture decision-making, planning and programming, particularly in preparation for London Borough of Culture
- Continuing to work with our cultural partners to ensure that our organisations better reflect the diversity of our borough across our creative workforce, art and artists, audiences and participants, and the public realm

Through the Action Plan we will work with cultural organisations to identify projects and activities directly engaging both age groups and steer activity to audiences and participants in wards where most young or older people live.

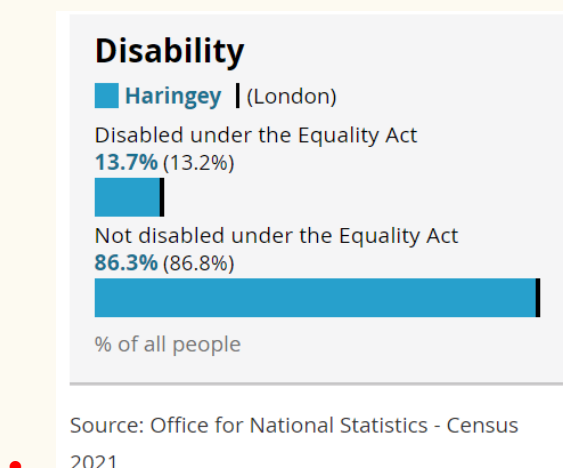
The co-production of Action Plans and the delivery of London Borough of Culture programme and its evaluation, will give further opportunity to directly engage with various user groups and identify specific projects aimed at removing barriers to participation and in turn having a positive impact on Age, and monitor the impact.

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%
- 10.5% of residents people diagnosed with depression (NCL wide)³
- 1.3% of residents diagnosed with a severe mental illness (NCL wide)⁴
- 0.6% of people in Haringey have a learning disability⁵



Target Population Profile

The culture strategy targets the entire population.

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

Although there is currently no data on a borough-level on how disabled residents access cultural activities in the borough, as part of the Arts & Culture Strategy delivery, the development of its Action Plan and through our work as part of London Borough of Culture, we will work with disability groups, to inform future programming so that where possible, barriers to participating in arts and culture in Haringey are removed. We will also work with our culture sector and partners to develop evaluation frameworks to ensure data is captured, shared and monitored. Through surveys and consultation with disabled groups, we will continue to ensure there is increased participation from residents in this protected characteristic group.

Detail the findings of the data.

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

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

Haringey has a higher proportion of those who identify as disabled compared to the London average.

Disabled people, due to their protected characteristic, may have specific needs in relation to physical accessibility of information, spaces, and events. As well disabled people may have attitudinal barriers that prevent them from participating in arts and culture ([British Council](#)). Disabled artists and creatives may also face particular challenges to findings opportunities to showcase their work.

Potential Impacts

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

It is anticipated that the activities resulting from the strategy will positively impact on the health and well-being of the residents across the borough, particularly those who identify as being disabled, and that we will increase access to cultural events in the borough.

The Arts & Culture Strategy and Action Plan are seeking to ensure equity of access to a borough-wide cultural offer and services which improve outcomes for all residents. All groups of residents regardless of their characteristics (e.g. race, sex, religion, age etc), will have increased opportunity to access cultural activity and related opportunities.

People who identify as disabled will be an important part of the population we will want to engage with more as part of the strategy, and as part of the delivering the Liberty Festival for the London Borough of Culture in 2027.

Access is an important part of our mission in the culture strategy, and we will want to increase access to the arts and culture for disabled people, making sure that they can attend and take part in cultural events.

As part of London Borough of Culture, we will be delivering the Liberty Festival - an extension programme of collaboration around access and inclusion, which is part of this work. We will also work closely with our new VCS partners Public Voice and Mind, who were part of our Culture Strategy Working Group, and who have emphasised the importance of culture in promoting well-being and good mental health. Liberty Festival aims to directly deliver disability-led artistic programming, ensuring that disabled artists and creatives are not only leading creative programming and its decision making, but are also benefiting from employment and skills opportunities too. This will also encourage improved community relations, by challenging misconceptions and stereotypes around the lives of disabled people.

We also want to increase access to venues and public events and will encourage all our arts organisations to work closely with the All In initiative, being led by Attitude is Everything and commissioned by Arts Council England. (<https://allin.online/>). All In aims to improve access for D/deaf, disabled and neurodivergent people in the creative and culture sector. It plans to introduce the first UK-wide accessibility standards for

the whole creative and cultural sector, along with training, insights, data, and the creation of a single digital system that allows people with access requirements to create a single profile that can be widely used across multiple participating organisations. As part of our delivery of the Liberty Festival we will have on-going monitoring and evaluation in place.

The Strategy commits to:

- Supporting our cultural venues to access Arts Council England's initiative ALL IN, improving the experience of D/deaf, disabled, and neurodivergent audiences, and to increase the number of dementia friendly venues in the borough
- Ensuring our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, public art, events and celebrations, co-creation/co-production, our collections and archive materials

In addition, the following outcomes also contribute to equality of access:

- Mapping and collecting the stories of our communities through oral histories to bring to life a shared narrative for the borough
- Supporting innovative community-led festivals and outdoor events
- Supporting the development of more networks for artists and creative organisations
- Making it easier for our communities to hold events in parks, public spaces and council-owned spaces
- Working collaboratively across council departments to develop models for artists and creatives to work and live across the borough, specifically through supportive strategies and policies and the Local Plan
- Developing clear creative career pathways for local people so that employment opportunities are harnessed
- Developing our quantitative understanding of cultural participation and engagement so that our definition of culture truly reflects the activities our communities want to take part in
- Continuing to work with our cultural partners to ensure that our organisations better reflect the diversity of our borough across our creative workforce, art and artists, audiences and participants, and the public realm

4c. Gender Reassignment

Data

Borough Profile⁴

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

Target Population Profile

The culture strategy is for everyone.

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

We have talked to Wise Thoughts and to members of the Haringey LGBTQ+ network about culture and arts provision in Haringey. We have also mapped cultural venues in the borough. Jacksons Lane provide support through their Broadway Brunches to older LGBTQ+ communities and we want that to continue. This will form part of our evaluation of London Borough of Culture, as it is a problem we have particularly highlighted in our strategy. It will also form part of our venue and event mapping.

Detail the findings of the data.

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

With our emphasis on promoting LGBTQ+ culture we hope to see more visibility for our queer and trans population as well as more understanding of the intersectional nature of being LGBTQ+ for large sections of our community. Trans and gender-questioning people can face attitudinal barriers and discrimination when wanting to engage in arts and culture. This can lead to experiences of mental distress, and poorer health outcomes. Other gender non-conforming artists have called for 'safe spaces' where they can explore their lived experiences ([Tate](#)).

Potential Impacts

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

The Arts & Culture Strategy and Action Plan are seeking to ensure equity of access to a borough-wide cultural offer and services which improve outcomes for all residents.

⁴ Census 2021 - [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/census2021genderidentitydifferentfromsexregisteredatbirthbutnospecificidentitygiven/2021)

All groups of residents regardless of their characteristics (e.g. race, sex, religion, age etc), will have increased opportunity to access cultural activity and related opportunities.

The Arts & Culture Strategy aims to have a positive impact on all residents, through increasing access to arts and culture locally, including in relation to gender reassignment.

We hope that by highlighting and seeking to address the lack of events for the LGBTQ+ community, we will be able to better engage this section of the population. We will continue to coordinate LGBT+ History Month, and there are events planned as part of London Borough of Culture, which highlight LGBTQ+ experience and platform a range of diverse lived experiences and voices. We hope this will also lead to more LGBTQ+ venues and regular events like Haringey Pride.

The Arts & Culture Strategy aims to have a positive impact on all residents, through increasing access to arts and culture locally.

The co-production of the strategy's Action Plans will give further opportunity to directly engage with various user groups and identify specific projects aimed at removing barriers to participation and in turn have a positive impact on Gender Reassignment.

London Borough of Culture and its evaluation process, gives further opportunity to measure the impact on Gender Reassignment.

In addition, the strategy commits to celebrating all our communities and promotes equality of access through its guiding principles, particularly, *Visibility &*

Representation, which ensures that all of our communities should be able to see themselves represented in Haringey's cultural and creative offers and be actively involved in decision- making.

The following outcomes also contribute to equality of access:

- Seeking funding and opportunity to collaborate to develop venues, networks, spaces and events specifically supporting communities at risk of marginalisation, isolation and vulnerability – particularly through London Borough of Culture platforms
- Ensuring our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, public art, events and celebrations, co-creation/co-production, our collections and archive materials
- Mapping and collecting the stories of our communities through oral histories to bring to life a shared narrative for the borough

- Supporting the development of more networks for artists and creative organisations
- Increasing transparency of funding and commissioning opportunities for the local arts and culture sector particularly relating to boroughwide programming such as Women's History Month, LGBT+ History Month, and Black History Month etc. as well as through Haringey's London Borough of Culture delivery
- Developing our quantitative understanding of cultural participation and engagement so that our definition of culture truly reflects the activities our communities want to take part in
- Empowering our residents to play a more active role in shaping a rich programme of events in Haringey - ensuring that youth voice is integral to arts & culture decision-making, planning and programming, particularly in preparation for London Borough of Culture
- Continuing to work with our cultural partners to ensure that our organisations better reflect the diversity of our borough across our creative workforce, art and artists, audiences and participants, and the public realm

4d. Marriage and Civil Partnership

Data

Borough Profile ⁵

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (8.2%)

Married or registered civil partnership: (33.7%)

Separated (but still legally married or still legally in a same-sex civil partnership): (2.8%)

Single (never married or never registered a same-sex civil partnership): (51.7%)

Widowed or surviving partner from a same-sex civil partnership: (3.5%)

Target Population Profile

This is a culture strategy for the whole borough.

⁵ Census 2021 - [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/peoplepopulationandcommunity/marriageanddivorce/articles/marriageandcivilpartnershipstatusinenglandandwales/2021)

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

Data on marriage status is not collected by the service.

Detail the findings of the data.

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

We would expect everyone to benefit from our culture strategy regardless of marital status.

Potential Impacts

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

Neutral.

We would expect everyone to benefit from our culture strategy regardless of marital status, and the strategy and corresponding actions will be inclusive of all marriage statuses.

The Arts & Culture Strategy and Action Plan are seeking to ensure equity of access to a borough-wide cultural offer and services which improve outcomes for all residents. All groups of residents regardless of their characteristics (e.g. race, sex, religion, age etc), will have increased opportunity to access cultural activity and related opportunities.

As part of the Arts & Culture Strategy delivery, the development of its Action Plan and through our work as part of London Borough of Culture, we will work with groups, to inform future programming so that where possible, barriers to participating in arts and culture in Haringey are removed.

4e. Pregnancy and Maternity

Data

Borough Profile ⁶

Live Births in Haringey 2022: 3,085

Target Population Profile

This is a culture strategy for the whole borough.

⁶ Births by Borough (ONS)

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

We consulted with mothers at Bruce Castle Museum and Archive and during the Markfield Road Festival. They wanted to experience culture in parks and in public places, where arts events for young children are free or minimally priced. We learnt that young mothers are particularly keen on Trove Market in Lordship Rec and in free theatre events taking place in the park. They also highlighted African drumming and public Eid festivals. London Borough of Culture will include many family events.

Detail the findings of the data.

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

Our consultation showed that mothers wanted to experience culture in parks and in public places, where arts events for young children are free or minimally priced. We know that young mothers are particularly keen on Trove Market in Lordship Rec and in free theatre taking place in the park. They also highlighted African drumming and public Eid festivals. London Borough of Culture will include many family events.

Women in the period of pregnancy and maternity may have specific requirements, including needing access to accessible toilets, rest facilities (like benches), and parking facilities (amongst others). Art and culture can also improve the mental health outcomes for people, including pregnant women and new mothers who may be particularly susceptible to poor mental health ([Royal College of Psychiatrists](#)).

Potential Impacts

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

Overall positive.

The Arts & Culture Strategy and Action Plan are seeking to ensure equity of access to a borough-wide cultural offer and services which improve outcomes for all residents. All groups of residents regardless of their characteristics (e.g. race, sex, religion, age etc), will have increased opportunity to access cultural activity and related opportunities.

Initial conversations were started with families attending events as part of the strategy's engagement process, whose views were incorporated in the strategy's outcomes. As part of the Arts & Culture Strategy delivery, the development of its Action Plan and through our work as part of London Borough of Culture, we will work with

groups, to inform future programming so that where possible, barriers to participating in arts and culture in Haringey are removed.

The culture strategy hopes to ensure that there are more events available for mothers and young families, as we open up our parks and public spaces. Additionally, we hope that by signposting events in family hubs, we can make sure that arts & culture reaches many mothers and families, including less affluent young families and pregnant women.

In addition, the following outcomes also contribute to equality of access:

- Advocating for and supporting the delivery of high-quality creative education and a dedicated arts and culture offer in schools, colleges and family hubs
- Ensuring our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, public art, events and celebrations, co-creation/co-production, our collections and archive materials
- Mapping and collecting the stories of our communities through oral histories to bring to life a shared narrative for the borough
- Supporting the development of more networks for artists and creative organisations
- Developing our quantitative understanding of cultural participation and engagement so that our definition of culture truly reflects the activities our communities want to take part in

4f. Ethnicity

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.⁷

Data

Borough Profile ⁸

Arab: **1.0%**

Any other ethnic group: 8.7%

Asian: **8.7%**

Bangladeshi: 1.8%

Chinese: 1.5%

Indian: 2.2%

Pakistani: 0.8%

⁷ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

⁸ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/ethnicgroup)

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%

Target Population Profile

Everyone in the borough

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

68.3% of the Haringey population are made up of non-white British Ethnic Groups.

The top four of these ethnic groups are:

- Other White (22.1%)
- Black African (9.4%)
- Any Other Ethnic Group (8.7%)
- Black Caribbean (6.2%)

In the West, 73.4% of residents are classed as white; in the East only 49.6%. There are proportionately three times as many Black residents (22.2%) in the East than in the West (7.3%), and 30% less Asians in the West (6.5%) against the East (9.7%).

We have held round tables with the Somali and Kurdish Communities; we have talked individually to people like John Egbo around exhibitions of African Art; we consulted with older African Caribbean women in the Grace Centre. Bernie Grant Arts Centre has been a key part of our consultative process and part of the Culture strategy group. We also spoke to representatives from the Alevi community and the Bulgarian community.

Detail the findings of the data.

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

All communities we spoke to wanted to see their culture better reflected in the borough than it is at the moment. England-wide evidence shows that specific ethnic group, including Black and Asian people, are underrepresented in arts, culture, and heritage roles; this inequality is also mirrored in audience diversity (Arts Professional, 2024; [Gov.uk, 2024](#)). The most common barriers to arts and culture, cited for Black and minority ethnic people, are lack of time, cost of attending or participating, and concerns about feeling uncomfortable or out of place ([Arts Council England](#)).

Potential Impacts

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

Positive.

The Arts & Culture Strategy intends to positively impact Haringey's residents through celebrating and showcasing Haringey's diversity, identity and culture - events like Black History Month will continue to be community-led and programmed as part of the Council's borough-wide events programme; the borough's diversity will be threaded through our heritage, collections and programming and through supporting community groups to develop festivals and events.

Our strategy emphasises platforming diaspora and working-class communities, while plans for our Borough of Culture year include an Anthology of Diasporas, an intergenerational storytelling project, as well as many free cultural events throughout the year. This will be a catalyst for different communities sharing their artistic and cultural perspectives. There are also proposals for the council to become more transparent about its processes around arts and culture, as well as offering more training to support community groups and organisations, in how to apply for funding and community grants. We hope that this will result in a broader range of communities being more confident in their ability to access funding and space for their activities. Initial conversations with various groups including Somali, Turkish / Kurdish etc. were conducted as part of the strategy's engagement process, and whose views were incorporated in the strategy's outcomes. As part of the Arts & Culture Strategy delivery, the development of its Action Plan and through our work as part of London Borough of Culture, we will work with groups, to inform future programming so that where possible, barriers to participating in arts and culture in Haringey are removed.

In addition, the following outcomes also contribute to equality of access:

- Ensuring our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, public art, events and celebrations, co-creation/co-production, our collections and archive materials
- Mapping and collecting the stories of our communities through oral histories to bring to life a shared narrative for the borough
- Supporting innovative community-led festivals and outdoor events
- Supporting the development of more networks for artists and creative organisations
- Making it easier for our communities to hold events in parks, public spaces and council-owned spaces
- Increasing transparency of funding and commissioning opportunities for the local arts and culture sector particularly relating to boroughwide programming such as Women's History Month, LGBT+ History Month, and Black History Month etc. as well as through Haringey's London Borough of Culture delivery
- Developing clear creative career pathways for local people so that employment opportunities are harnessed
- Developing our quantitative understanding of cultural participation and engagement so that our definition of culture truly reflects the activities our communities want to take part in
- Continuing to work with our cultural partners to ensure that our organisations better reflect the diversity of our borough across our creative workforce, art and artists, audiences and participants, and the public realm

4g. Religion or belief

Data

Borough Profile ⁹

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%

⁹ Census 2021 - [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Sikh: 0.3%

Target Population Profile

The Strategy targets everyone

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

We discussed an early draft of the strategy with the multi-faith forum and spoken to some Jewish groups and the Alevi community.

Christian and Muslim are the main religions in Haringey, at 39.3% and 12.6% respectively. Although there has been a decline in the proportion of Christians, the decline is not as acute as in London. Haringey has a higher proportion of Jewish residents than London (3.6% and 1.7% respectively). 31.6% of residents have no religion, up from 20% in 2001 and 25% in 2011.

The strategy aims to be inclusive in its provision of culture. The Action Plan will work directly with local community groups and the cultural sector to ensure that arts and culture opportunities and programming are representative of the different faiths in Haringey.

Detail the findings of the data

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

Engagement showed that there are specific cultural activities that faith groups participate in, including choirs and public festival. In particular, we know there are a range of Gospel, Kurdish and Alevi choirs in the borough. Also, there are important festivals, including around Eid, Channukah, and Nawroz.

Potential Impacts

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

Positive

The strategy aims to recognise the link between faith groups and culture. The strategy should uplift these groups, making visible our different cultures including faith communities. Our plans to enliven multiple new and existing community and youth choirs in the run up to, and during our Borough of Culture year, will engage these communities, through music; for instance, we know there are a range of Gospel, Kurdish and Alevi choirs in the borough.

We want to ensure that religious festivals in parks are supported, for instance Nawroz continues in Finsbury Park. We will also look for opportunities to support public Eid festivals, highlighted as important by families. We will continue our tradition of public menorah-lighting at Channukah, highlighted as an important symbol of community and council support. We aim to engage further with the multi-faith forum around the importance of religious festivals in giving visibility to faith communities and helping them plan small scale events.

The Arts & Culture Strategy and Action Plan are seeking to ensure equity of access to a borough-wide cultural offer and services which improve outcomes for all residents. All groups of residents regardless of their characteristics (e.g. race, sex, religion, age etc), will have increased opportunity to access cultural activity and related opportunities.

The delivery of specific programmes such as Holocaust Memorial Day, Black History Month and South Asian Heritage Month directly give opportunity for faith groups to participate and shape programming, as audiences, participants and artists.

In addition, the following outcomes also contribute to equality of access:

- Ensuring our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, events and celebrations, cocreation/coproduction, our collections and archive materials
- Mapping and collecting the stories of our communities through oral histories to bring to life a shared narrative for the borough
- Supporting innovative community-led festivals and outdoor events
- Supporting the development of more networks for artists and creative organisations
- Making it easier for our communities to hold events in parks, public spaces and council-owned spaces
- Developing our quantitative understanding of cultural participation and engagement so that our definition of culture truly reflects the activities our communities want to take part in
- Continuing to work with our cultural partners to ensure that our organisations better reflect the diversity of our borough across our creative workforce, art and artists, audiences and participants, and the public realm

4h. Sex

Data

Borough profile ¹⁰

¹⁰ Census 2021 - [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-identity)

Females: (51.8%)

Males: (48.2%)

Target Population Profile

The culture strategy is for the whole borough

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

We had an over representation in our borough survey of women and have reflected those view in the culture strategy.

Detail the findings of the data.

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

It should be an overall positive effect. There may be gender differences in the way people access culture and arts. Some groups, for example women, may have specific preferences around locations and venues – to ensure that they are well lit and safe in the evenings.

While dancers (84%), artists (61%) and librarians (80%) were predominantly women, 72% of musicians and 71% of photographers, audio-visual and broadcasting equipment operators were men. Men also made up two thirds (66%) of managers and directors in the creative industries ([Arts Professional, 2024](#); [Creative Industries Policy and Evidence Centre, 2024](#)).

Potential Impacts

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

It should be an overall positive effect on sex. The Arts & Culture Strategy and Action Plan are seeking to ensure equity of access to a borough-wide cultural offer and services which improve outcomes for all residents. All groups of residents regardless of their characteristics (e.g. race, sex, religion, age etc), will have increased opportunity to access cultural activity and related opportunities.

We hope that having events in public spaces and in parks, particularly in the evening will animate public space so women will feel safer after dark. We also think women will particularly benefit from support for artists in studios and warehouses, as well as helping with funding applications.

The delivery of specific programmes such as Women's History Month gives opportunity for women to not only participate in specifically tailored events as audience members, but also to shape the content of programming, as artists, creators and collaborators.

The strategy aims to be inclusive in its provision of culture. The Action Plan will work directly with local community groups and the cultural sector to ensure that arts and culture opportunities and programming are representative and inclusive of the protected characteristic.

In addition, the following outcomes also contribute to equality of access:

- Ensuring our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, events and celebrations, cocreation/coproduction, our collections and archive materials
- Mapping and collecting the stories of our communities through oral histories to bring to life a shared narrative for the borough
- Supporting the development of more networks for artists and creative organisations
- Increase transparency of funding and commissioning opportunities for the local arts and culture sector particularly relating to boroughwide programming such as Women's History Month, LGBT+ History Month, and Black History Month etc. as well as through Haringey's London Borough of Culture delivery
- Developing our quantitative understanding of cultural participation and engagement so that our definition of culture truly reflects the activities our communities want to take part in
- Continuing to work with our cultural partners to ensure that our organisations better reflect the diversity of our borough across our creative workforce, art and artists, audiences and participants, and the public realm

4i. Sexual Orientation

Data

Borough profile ¹¹

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

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

Target Population Profile

The culture strategy is for the whole borough

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

We have talked to Wise Thoughts and to members of the Haringey LGBTQ+ network about culture and arts provision in Haringey. We have also mapped cultural venues in the borough. Jackson's Lane provide support through their Broadway brunches to older LGBTQ+ communities and we want that to continue. This will form part of our evaluation of London Borough of Culture, as it is a problem we have particularly highlighted in our strategy. It will also form part of our venue and event mapping.

Detail the findings of the data.

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

Our findings show that there are no venues for this group in Haringey and that the annual Pride Festival has been cancelled.

LGBTQ+ people may also face particular barriers to participating or accessing arts and culture, including discrimination and attitudinal barriers. Fears and experiences of homophobia, biphobia, transphobia and/or heterosexism continue to lead to reluctance amongst some LGBT+ people to engage in many different aspects of public life and disinclination to make use of various services ([Arts Council UK](#)).

Potential Impacts

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

We hope that the Arts and Culture strategy will help to raise the profile of this group, and we intend to continue with ongoing engagement. We are retaining LGBTQ+ history month, and there are music events planned as part of London Borough of Culture which highlight LGBTQ+ experience and platform a range of diverse experiences and voices. With our emphasis on promoting LGBTQ+ culture we hope our queer and trans population will be more visible and there will be more understanding of the intersectional nature of being LGBTQ+ for large sections of the community in Haringey. This, in turn, hopes to challenge stereotypes and improve community relations.

Further planned outcomes include:

- Seeking funding and opportunity to collaborate to develop venues, networks, spaces and events specifically supporting communities at risk of marginalisation, isolation and vulnerability – particularly through London Borough of Culture platforms
- Ensuring our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, events and celebrations, cocreation/coproduction, our collections and archive materials
- Mapping and collecting the stories of our communities through oral histories to bring to life a shared narrative for the borough
- Supporting the development of more networks for artists and creative organisations
- Increase transparency of funding and commissioning opportunities for the local arts and culture sector particularly relating to boroughwide programming such as Women's History Month, LGBT+ History Month, and Black History Month etc. as well as through Haringey's London Borough of Culture delivery
- Developing our quantitative understanding of cultural participation and engagement so that our definition of culture truly reflects the activities our communities want to take part in
- Continuing to work with our cultural partners to ensure that our organisations better reflect the diversity of our borough across our creative workforce, art and artists, audiences and participants, and the public realm

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2024¹⁴
- 21.7% of residents were claiming Universal Credit as of March 2024¹⁵
- 29.3% of jobs in Haringey are paid below the London Living Wage¹²

Educational Attainment

¹² 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

- Haringey ranks 26th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁷
- 3.7% of Haringey's working age population had no qualifications as of 2021¹³
- 5.0% were qualified to level one only¹⁴

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.¹⁵

Unemployment rates are the 6th highest in London and distributed unevenly across the borough. According to the Annual Population Survey 2023, 8% of Haringey residents have no qualifications, the fifth largest proportion of all London boroughs – with associated low wages and limited job security.

West to East of Haringey

Haringey is defined approximately into west and the east by the (ex) GNER rail line running south to north out of the borough. All the percentages in the tables below refer to the percentages applicable to the west and east wards of the borough.

Something of note, is the clear distinction between the seven wards in the West of the borough and the 14 wards in the East, when it comes to certain key areas, such as:

Population:

There is a significant population differential in the borough, with roughly 31% (81,850 people) living in the West and 69% in the East (182,400 people). With a majority of young people in the east.

Ethnicity:

In the West, 73.4% of residents are classed as white; in the East only 49.6%. There are proportionately three times as many Black residents (22.2%) in the East than in the West (7.3%), and 30% less Asian residents in the West (6.5%) against the East (9.7%).

Social:

There are 17.9% ABs in the East and 46.1% in the West; C1s 29.9% in the East and 34.4% in the West; C2s 17.1% in the East and 7.7% in the West; DEs 35.1% in the East and 11.5% in the West.

Employment:

¹³ LG Inform - [Data and reports | LG Inform \(local.gov.uk\)](#)

¹⁴ LG Inform - [Data and reports | LG Inform \(local.gov.uk\)](#)

¹⁵ IMD 2019 - [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

In the West 4.2% of residents are unemployed, whereas in the East it is 9.8%. The lack of employment and disposable income does impact cultural audience attendances reinforcing the current divide between West and East.

The mapping of the types of attended activities by residents across the Haringey wards, allows for comparisons and conclusions to be drawn between wards in the east and west of the borough.

Table 1: Audience Spectrum profiles

Population	East	West
Number of Adults	145,965	71,596
Audience Spectrum		
Kaleidoscope Creativity	51.1%	5.5%
Experience Seekers	32.4%	2.8%
Metroculturals	14.7%	88.6%
Supported Communities	0.5%	n/a
Frontline Families	0.4%	0.3%
Trips & Treats	0.2%	n/a
Commuterland Culturebuffs	n/a	1.4%
Up Our Street	n/a	0.8%
Home & Heritage	n/a	n/a
Dormitory Dependables	n/a	0.2%
(n/b any % figure under 0.1% is recorded as n/a)		

The table above shows the differences between west and east of borough audiences; ‘Metroculturals’ (highly engaged prosperous liberal urbanites, with a wide range of arts and cultural interests) are predominately in the west, with ‘Experience Seekers’ (diverse urban audiences, students and recent graduates into a variety of cultural events) and ‘Kaleidoscope Creativity’ (urban and culturally diverse, their mainstream arts and cultural consumption happens both in their community and outside) are heavily represented in the east wards.

Table 2: Mosaic Profiles West –East

	East	West
A City Prosperity	10.0%	87.8%
K Municipal Tenants	25.2%	4.3%
B Prestige Positions	n/a	3.0%
N Urban Cohesion	25.6%	2.0%
O Rental Hubs	37.5%	1.0%
L Vintage Value	0.5%	0.9%
G Domestic Success	0.5%	0.7%
I Family Basics	0.4%	0.2%
H Aspiring Homemakers	0.2%	n/a
(NB No other MOSAIC profiles have any statistical relevance to Haringey, because they focus on country and exurban profiles)		

The differences between Mosaic profiles in the west and east of Haringey is stark, with 'City Prosperity' (high status city dwellers living in central locations and pursuing careers with high rewards) scoring extremely highly in the west compared to the east, and the east facing more challenges with significantly higher levels for 'Municipal Tenants' (urban renters of social housing facing an array of challenges), 'Urban Cohesion' (residents of settled urban communities with a strong sense of identity) and 'Rental Hubs' (educated young people privately renting in urban neighbourhoods).

Table 3: Cultural and Creative Activities/Leisure visits

	East	West
Art galleries	44.3%	53.3%
Art gallery once a month or more	7.9%	9.4%
Ballet	26.2%	31.7%
Classical concerts	27.9%	35.6%
Comedy Shows	36.1%	39.9%
Contemporary dance	24.9%	28.2%
Jazz concerts	25.3%	28.9%
Opera	25.3%	30.7%
Plays	44.1%	53.1%
Popular/rock concert	45.7%	51.5%
Theatre	52.1%	63.1%
Theatre once a month or more	10.7%	11.3%
Museums	31.6%	38.5%
Archaeological sites	5.5%	6.0%
Stately homes/ castles	26.8%	28.5%
Ever go to the cinema	79.6%	80.8%
Go every two or three months	13.5%	12.9%
Go once or more a month	20.1%	23.6%

The above table confirms that west Haringey residents are more frequent Cultural and Cultural Industries consumers in every category except cinema visiting 2-3 times more per annum. But more residents in the west go to the cinema on a monthly basis than residents in the East.

Target Population Profile

The culture strategy is for everyone in the borough

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

We have talked to a range of people across the borough, from Tottenham to Crouch End. We have taken into the consideration the data gathered from Wood Green Voices and Tottenham Voices. Haringey Creates have also spoken to schools and groups of young people and we have engaged with organisations providing art classes for the elderly and social prescribers.

Detail the findings of the data.

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

The data above show that deprivation and unemployment is clustered in the east of the borough. This corresponds to populations in the east and the west also engaging in different cultural and arts activities. For example, in the east, people more frequently attend free or less expensive events (e.g., art galleries, museums, cinema showings, outdoor music events), whereas in the west, people also attend events which may incur higher costs (e.g., ballet, opera, classical concerts). LGA research shows that cost barriers prevent many people from lower-income background from being exposed to culture. Additionally, the most financially vulnerable were more likely to face digital barriers as well – due to not having access to the internet or a suitable device ([LGA](#)).

England wide data also shows that class inequality is persistent in the culture and arts sectors, with 60% of arts, culture and heritage workers growing up in a household where the main income earner was in a 'managerial or professional' role; the equivalent figure for the whole workforce is 43%. In 'Film, TV, video, radio and photography' just 8.4% of people identify as being from a working-class background. ([Creative Industries Policy and Evidence Centre, 2024](#))

Potential Impacts

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

It is anticipated that the strategy will have a positive impact on socioeconomic status.

The strategy emphasises the need for free and affordable events, close to where people live. We want to platform those diaspora and working-class communities not normally heard as well as LGBTQ+ residents in the east of the borough. This means encouraging a more diverse range of events co-designed with our communities, so our population sees itself represented and mirrored. We want every young person in

the borough to have access to a cultural event and to be able to take up the offer for free tickets to see arts and cultural events in central London.

In addition, the following outcomes seek to ensure greater equity of access, provision, opportunity and benefit:

Further planned outcomes include:

- Ensuring our cultural programming and heritage assets are relevant to and reflective of all our communities through commissions, events and celebrations, cocreation/coproduction, our collections and archive materials
- Mapping and collecting the stories of our communities through oral histories to bring to life a shared narrative for the borough
- Supporting the development of more networks for artists and creative organisations;
- Making it easier for our communities to hold events in parks, public spaces and council-owned spaces
- Working collaboratively across council departments to develop models for artists and creatives to work and live across the borough, specifically through supportive strategies and policies and the Local Plan²
- Increasing transparency of funding and commissioning opportunities for the local arts and culture sector particularly relating to boroughwide programming such as Women's History Month, LGBT+ History Month, and Black History Month etc. as well as through Haringey's London Borough of Culture delivery
- In collaboration with our Inclusive Economy team, strengthen our creative industries to encourage greater inward investment in culture across the borough
- Developing clear creative career pathways for local people so that employment opportunities are harnessed
- Amplifying the role of libraries as free, places for learning, engagement and enrichment, by working closely with our Voluntary and Community Sector partners to develop a new Community Hub model
- Continuing to work with our cultural partners to ensure that our organisations better reflect the diversity of our borough across our creative workforce, art and artists, audiences and participants, and the public realm

5. Key Impacts Summary

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

Key findings are that there is enthusiasm for culture throughout the borough, from all groups and that they all want to be involved in arts and culture in different ways. It will be important to put on free events in public spaces and parks for large sections of our community, and that we increase the visibility of our communities, by using our venues and other publicly accessible spaces, to showcase their work. To keep artists and creators in the borough, we need to maintain a good stock of affordable work and studio space.

All our council departments from schools to public health have a part in helping us deliver this strategy. It will be important to monitor as we go along that we are truly fulfilling our aspirations for access, visibility, equity, impact, collaboration and learning, the principles which run through the whole strategy.

The analysis shows that the culture will have a positive impact on almost all protected groups, including age, sex, race, socioeconomic status, sexual orientation gender reassignment, and religion/belief. The strategy will ensure we promote opportunities to access, participate, and work in arts in culture. By showcasing different cultures, the strategy hopes to promote community cohesion and improve relations between those who share protected characteristics and those who do not.

5b. Intersectionality

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.

Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?

We recognise intersectionality. This is a culture strategy for all, and we hope that by taking such a wide approach there will be cultural activities in the borough which appeal to people, however they identify. We understand there is diversity within specific groups. In the LGBTQ + community, for instance, we aim to recognise Black queer culture, as well as the particular difficulty faced by some, because of their religious and cultural backgrounds. That is why visibility is so important.

Many of our young people from our different communities face multiple disadvantages related to both their socio-economic, racial and religious backgrounds – for example The Act for Action Report (2024) highlights '*the profound challenges and systemic barriers faced by young Black individuals aspiring to enter the British theatre industry.*' 60.1% felt unsupported in entering the industry on stage', whilst 7'9% Felt unsupported in entering the industry off stage'. That is why access is such an important part of the strategy. We want young people to experience culture in Haringey, to be taught about, and participate in arts and culture in our schools, and also to have access to the arts in central London. We want to encourage young people to take up

leadership roles in the arts and give them the skills to pursue sustainable, well-paid careers in the creative industries.

Additionally, we recognise that the wards in the east of Haringey face some of the highest levels of deprivation and are some of the most ethnically diverse. We hope to provide free events close to people's homes, that allow everyone to take part in arts and culture.

We have an ageing African Caribbean community and are already providing events for them through Broadway brunches, Windrush and Black History Month programming. Sheltered housing is going to be increasingly important, as is continuing with Windrush Day and helping this section of the population tell their stories.

Access also includes socio-economic status, keeping creative activities affordable. We recognise that those who experience disability are often facing other socio-economic challenges, and this can limit their ability to take part in cultural activities. It is more expensive to be disabled or to have a long-term illness. Traveling into central London to see events is expensive for this group in particular, and too many underground and rail stations have poor accessibility. We need to do more consultation to make sure this group has as much access to cultural events and venues across the borough, as others, as well as visibility as performers, musicians, artists, and access to technical training for roles in the creative and media industries.

5c. Data Gaps

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

There are gaps in data on how residents with protected characteristics participate in arts and culture. Further understanding is needed to understand the barriers for these groups to taking part in arts and culture locally. Through the development of our action plan and the development of our London Borough of Culture programme, further conversation will happen and a evaluation framework will be developed. This will enable us to monitor the equalities impact of the Arts & Culture Strategy.

We have not yet fully understood our growing and diverse African groups in the borough and their cultural needs; increasing understanding going forward will be important. We also have a large Eastern European community and while we are increasingly engaging with our Bulgarian community, we want to talk more to them.

We have many artists and creatives living and working in the borough, but as yet, we do not have a comprehensive database of all of them; as a result, we tend to view culture more through the lens of our cultural institutions than through our people. So far, our only people-centred resource has been the Made by Tottenham network and online platform. This has been significant in allowing individual creatives and small businesses to feel part of a larger community. We will need to do more consultation with those artists and creatives and hold more networking events, so their voices are heard.

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

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

In your answer, please consider the following three questions:

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

Haringey is a diverse borough, and the way in which communities and residents participate in culture varies from ward to ward. The Arts & Culture Strategy recognises /celebrates these differences between local areas and the needs of those within it.

We believe the strategy will have a positive effect on people with protected characteristics. It should increase access and equality of opportunity through arts and culture, fostering good relationships in the community. We hope it will mean people come together more to experience the arts, celebrate and learn more about their neighbours and their culture.

Overall, the strategy is driven by the need to provide equity of access to all and aims to have a positive impact on all our communities, across all 21 wards.

The impact of the strategy has identified the following areas which need to be considered going forward and will be addressed through further consultation with residents through the Action Plan:

- Targeted cultural activities aimed at particular audiences
- Accessibility for all, including disabled people, to events and activities, where possible
- Evaluation and capturing of data for events, participation and engagement
- Growth of cultural industries and the impact on protected groups

Detailed actions will underpin the following considerations intended to provide equality of access to all:

- Outreach & engagement with different groups of residents
- Working closely with local and external cultural organisations so that provision is spread across all wards

- Working with the sector to increase access by more residents based on needs
- Through further consultation to ensure that the views of Haringey's communities on the type of events they like to attend and how they like to hear about them are incorporated into cultural planning
- Better communication and networking between the sector and resident groups so that outreach programmes are responsive to local interests and needs
- Sharing of demographic/participation data so that outreach opportunities are directed at residents which are least engaged
- Developing a framework for commissioned projects and local organisations to capture participation data of protected groups
- Increasing partnerships with schools and public health providers so that younger and older residents have more opportunities to participate
- Through co-production, establish relevant communication channels which reach protected groups
- Working collaboratively with communities and the sector to deliver events which directly engage wider audiences
- Ensuring local people are integral to programming and events – through youth panels, steering groups, forums etc.
- Encouraging targeted marketing strategies to engage hard to reach residents
- Encouraging cultural activity in places where people like to visit - parks, open spaces and non-traditional cultural venues
- Fostering stronger partnerships between education providers and the creative sector so that children and young people have more learning opportunities
- Better understanding of the barriers to participation by hard-to-reach groups
- Mapping current cultural provision, identifying gaps in provision for protected groups
- Working with venues to analyse local audience profiles and directly engage residents

- Working closely with youth providers so that skills and other opportunities are made available to young people
- Developing systems to capture cultural participation by local residents
- Developing systems to evaluate whether local residents are benefiting from the Arts & Culture Strategy and Action Plan
- Ensuring council run events are accessible to all residents, where possible
- Developing toolkits and guidance so that cultural events and activities are easier to deliver by communities

In Summary

The aspiration embodied in the Arts & Culture Strategy is to work closely with communities, partners and external organisations to increase levels of participation in arts and culture by residents and beyond; to ensure that growth of the creative industries is beneficial to all residents, and that the borough's identity is celebrated through culture. Overall, the strategy aims to have a positive impact on all our communities, which is driven by the need to provide equity of access and opportunity to all.

Through the Audience Agency report and through preliminary engagement with the sector we understand that –

- there are differences in the way people engage in culture between wards in the east and west of Haringey
- there are more residents living in the east of the borough
- that Haringey is a relatively young borough- 59,800 of the population are aged between 0 and 19. This is 22.6% of the total population. This is proportionately higher than both London (23.6%) and England and Wales (23.0%) and that most young people live in the east.
- 68.3% of the Haringey population is made up of non-white British Ethnic Groups, most living in the east of the borough
- there are relatively equal numbers of male and female residents living in the borough
- people want to experience more culture locally
- people want the diversity of the borough reflected in arts and culture locally
- there is underrepresentation of LGBTQI+ venues / spaces in the borough

Although the strategy intends to have a positive impact of Haringey's communities, there are steps that need to be taken to ensure that all residents are benefiting from the social and economic benefits of culture.

The strategy intends to improve access to arts and culture through increased engagement; coordinated marketing; mapping of current provision; robust monitoring of provision and greater understanding of local audiences.

7. Amendments and mitigations

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

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

Please delete Y/N as applicable

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

No

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 **Y/N**

No

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. **Y/N**

No

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:

We don't see any negative impacts

Lead officer: **Yamin Choudury and Kenneth Tharp**

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

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

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

The monitoring will happen through the development of an evaluation framework, which will be created as part of London Borough of Culture and from audience and other data we capture in the next year. We will also work with our community networks, to establish a methodology for capturing local arts and culture participation data.

Date of EQIA monitoring review:

5th April 2028

8. Authorisation

EQIA approved by (Assistant Directors)

Yamin Choudhury and Kenneth Tharp

Date 4 October 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.