

Equality Impact Assessment (EQIA)

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

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

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

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

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Domestic Abuse and Violence Against Women and Girls Policy for tenants, leaseholders and those approaching the council as homeless
Service Area:	Hearthstone
Officer Completing Assessment:	Max Tolley
Equalities Advisor:	Elliot Sinnhuber and Guy Latham
Cabinet meeting date (if applicable):	10 December 2024
Director/Assistant Director	

2. Executive summary

The Domestic Abuse and Violence Against Women and Girls Policy for tenants, leaseholders and those approaching the council as homeless will be a new Council policy replacing the previous Homes for Haringey version. It aims to improve the safety of all people affected by domestic abuse and other abuses that come under the 'Violence Against Women and Girls (VAWG)' umbrella including men and boys.

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

- We will take a zero-tolerance approach to domestic abuse in our housing service and help to prevent further abuse by encouraging earlier reporting.
- Although domestic abuse can affect anyone, certain people may be disproportionately affected or particularly vulnerable and some groups are affected by specific forms of domestic abuse.
- It is important to remember that disclosing abuse will often be a particularly vulnerable and frightening time for victim/survivors. Safeguarding concerns and referrals should be communicated considerately and without victim/survivors feeling blamed for the risks that they and their children have been subjected to.
- Our publicity will ensure that victims/survivors from different identity groups see themselves represented and are encouraged to disclose confidently knowing that their needs will be recognised, understood, and addressed.

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

The findings included that Haringey Council's tenant population compared to the wider borough population has a significantly higher proportion of young people (under 24) and older people (over 50) and a significantly higher proportion of individuals who are disabled under the Equality Act (2010). There is a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individuals who identify as Christian, Buddhist or another religion. There is a significantly lower proportion of tenants who don't associate with any religion or identify as Jewish, Hindu or Sikh. There is also a significantly higher proportion of female individuals.

The policy is likely to have the most positive impact on women and girls as they are most likely to experience domestic abuse and VAWG. This is because it confirms that all reports of domestic abuse to the Council's housing service will be taken seriously and that the Council will always treat people experiencing abuse in a sympathetic, supportive, and nonjudgemental way. The policy will also have a positive impact on men and boys because it recognises that men and boys can be victims of abuse and offers support to all individuals affected.

The policy should have a positive impact for the protected characteristic of age by stating domestic abuse victims and survivors of all ages can get access to support quickly and therefore help reduce future harm.

It should also have a positive impact on the protected characteristics of age, disability, race and religion or belief by stating that the Council's publicity will ensure that victims/survivors from different identity groups see themselves represented and are encouraged to disclose confidently knowing that their needs will be recognised, understood, and addressed.

It should have a positive impact on the protected characteristic of race by committing to providing independent translators and interpreters to support effective communication in other languages or formats as needed. This will ensure that translation is not provided through family members or associates to the family. The policy approach also recognises that even where victim/survivors are proficient English speakers, in times of high stress the opportunity to speak in their first language can be vital. It is not anticipated that the implementation of this policy will have any negative impacts on groups with protected characteristics

3. Consultation and engagement

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

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

For example, Resident Voice Board asked that the policy was clear that an aim is to improve the safety of all people affected by domestic abuse and Violence Against Women and Girls (VAWG) by clarifying that support is available for all victim/survivor's, including men and boys.

The Board also wanted clarification on the policy approach to supporting female tenants in council housing who are subject to abusive behaviour from males who they have no personal connection with and to say how we hold those perpetrators to account. Confirmation was also sought on whether stalking was included in the policy's definition and approach.

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

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

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

Detail the findings of the data

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

Impact

Positive impact.

People of all ages can be affected by domestic abuse. The policy confirms that although domestic abuse can affect anyone, victims' experiences of domestic abuse may in part be defined by their background, for example their age.

AgeUK have highlighted that older women are at risk of specific types of domestic abuse such as coercive and controlling behaviour and financial abuse³.

The policy should have a positive impact on domestic abuse victims and survivors of all ages by confirming that they can get access to support quickly and therefore help reduce future harm.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%⁴
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression⁵
- 1.7% of residents diagnosed with a severe mental illness⁶
- 0.4% of people in Haringey have a learning disability⁷

Local Authority Social Rented Tenant Population Profile ⁸

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

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

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

³ Age UK, [No Age Limit: The Hidden Face of Domestic Abuse](#)

⁴ Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

⁵ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](#)

⁶ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](#)

⁷ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

⁸ Census, 2021 - Custom dataset: <https://www.ons.gov.uk/datasets/create/filter-outputs/dda3992e-e16d-420a-a2d2-14a491b30045#get- data>

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

Detail the findings of the data

Haringey Council's tenant population has a significantly higher proportion of individuals who have a disability under the Equality Act (2010) than that observed in the wider borough population. National data sources show that disabled people experience disproportionately higher rates of domestic abuse⁹.

Potential Impacts

Positive impact.

The policy should have a positive impact by highlighting that the Council's publicity will ensure that disabled victims/survivors see themselves represented and are encouraged to disclose confidently knowing that their needs will be recognised, understood, and addressed.

The policy also confirms that the Council will ensure that tenants, leaseholders and those approaching the council as homeless are informed of any relevant 'by and for' specialist services. These services may provide support tailored to elements of their identity and lived experience in relation to particular protected characteristics such as disability.

4c. Gender Reassignment

Data

Borough Profile¹⁰

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

Social Rented Tenants Population Profile ¹¹

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

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

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

⁹ Public Health England, [Disability and domestic abuse. Risk, impacts and response](#)

¹⁰ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

¹¹ Census, 2021 – [Gender Identity by Tenure – Office for National Statistics \(on.gov.uk\)](#)

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

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

Detail the findings of the data

Haringey's social rented tenant population has a slightly higher proportion of individuals who report their gender identity as different from sex registered at birth than what is observed in the wider borough population. Research shows that trans men and trans women are significantly more likely to experience domestic abuse than the whole population¹².

Potential Impacts

Positive impact

The policy outlines that tenants, leaseholders and those approaching the council as homeless will be signposted to receive informed and specific 'by and for' specialist services for trans victim/survivors.

4d. Marriage and Civil Partnership

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

Data

Borough Profile ¹³

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Local Authority Social Rented Tenant Population Profile ¹⁴

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: 3602 (9.2%)
- Married or registered civil partnership: 7519 (19.3%)

¹² National Domestic Violence Hotline, [Domestic abuse and its impact on transgender and non-binary survivors](#)

¹³ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

¹⁴ Census, 2021 - [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/ffce57a7-f77b-4ea8-aad8-281df31dfae1#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/ffce57a7-f77b-4ea8-aad8-281df31dfae1#get-data)

- Separated, but still legally married or still legally in a same-sex civil partnership: 1349 (3.5%)
- Single, never married or never registered a same-sex civil partnership: 17033 (43.7%)
- Widowed or surviving partner from a same-sex civil partnership: 1501 (3.9%)
- Does not apply: 7963 (20.4%)

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

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

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

Detail the findings of the data

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

Potential Impacts

No impact identified.

4e. Pregnancy and Maternity

Note¹⁵:

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

Data

Borough Profile ¹⁶

Live Births in Haringey 2021: 3,376

Target Population Profile

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

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

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

¹⁵ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

¹⁶ Births by Borough (ONS)

Detail the findings of the data.

N/A

Potential Impacts

Positive impact identified.

During pregnancy there can be an increase or escalation in domestic abuse, this poses risks to unborn children and expectant mothers. This policy should have a positive impact by improving awareness of domestic abuse and strengthening knowledge of referral pathways so reduce harm. The policy also commits to ensuring that staff have regular training relevant to their roles including support for pregnant women victim/survivors.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.¹⁷

Data

Borough Profile ¹⁸

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

Black: 17.6%

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

Mixed: 7.0%

- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

¹⁷ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

¹⁸ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

White: 57.0% in total

- English/Welsh/Scottish/Norther Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Local Authority Social Rented Tenant Population Profile ¹⁹

Asian: 9.1%

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

Black: 39.6%

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

Mixed: 6.8%

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

White: 31.0%

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

Other Ethnic Group: 13.4%

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

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

¹⁹ Census 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/d44a7d29-fc6f-4c90-b4d0-1f38b22ada43#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/d44a7d29-fc6f-4c90-b4d0-1f38b22ada43#get-data)

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

Data on the distribution of ethnic groups of leaseholders is not available.

Detail the findings of the data

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

The policy recognises that victims' experiences of domestic abuse may in part be defined by their background, for example race. This could mean that people within certain cultures may be more likely to suffer domestic abuse and more reluctant to report domestic abuse. For example, research finds that, on average, BME women stay in abusive relationships for a longer period of time than white women²⁰.

Potential Impacts

Positive impact.

The data from the Council's Translation and Interpretation policy shows that people from different races and ethnic groups may have lower levels of English proficiency as outlined in the Council's translation and interpretation policy.

This policy will positively impact those who have English as an additional language by committing to providing independent translators and interpreters to support effective communication in other languages or formats as needed.

This approach in the policy will ensure that translation is not provided through family members or associates to the family. The policy's approach also recognises that even where victim/survivors are proficient English speakers, in times of high stress the opportunity to speak in their first language can be vital.

Where tenants struggle to report domestic abuse for cultural reasons, reasons, the policy should help to overcome some barriers to reporting by ensuring that people experiencing DA or VAWG know they can meet staff in confidence and emotional safety at our offices, or at an agreed choice of safe venue.

This policy should also have a positive impact by committing to high quality training for housing staff, contractors, and agents on domestic abuse awareness. This training will promote cultural awareness to staff of these communities and ensure that staff are trained about how domestic abuse, honour-based violence, forced marriage and female genital mutilation may occur and how to respond.

²⁰ Ascent, AVA (2021), [Race, Trauma, and Violence Against Women and Girls](#)

4g. Religion or belief

Data

Borough Profile ²¹

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

Local Authority Social Rented Tenant Population Profile ²²

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

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

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

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

Detail the findings of the data

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

Potential Impacts

Positive impact.

²¹ Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/religiousbeliefsandethnics/bulletins/religiousbeliefsandethnicsinenglandandwales/2021)

²² Census 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/3f832a2b-5432-443e-8926-7e0d92e3cc03#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/3f832a2b-5432-443e-8926-7e0d92e3cc03#get-data)

This policy should have a positive impact by committing to high quality training for housing staff, contractors, and agents on domestic abuse awareness. This training will promote cultural awareness to staff of these communities and ensure that staff are trained about how domestic abuse, honour-based violence, forced marriage and female genital mutilation may occur and how to respond.

4h. Sex

Data

Borough profile ²³

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

Local Authority Social Rented Tenant Population²⁴

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

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

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

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

Detail the findings of the data

Haringey's tenant population has a significantly higher proportion of female individuals than what is observed in the wider borough population. Data demonstrates that domestic abuse and VAWG and their associated harmful impacts are disproportionately experienced by women and girls, overwhelmingly perpetrated against them by men and boys.

Therefore, this means that our tenant population may be at higher risk of DA and VAWG because they are majority female.

Potential Impacts

Positive impact identified.

The policy is likely to have the most positive impact on women and girls. This is because it confirms that all reports of domestic abuse to the Council's housing service will be taken seriously and that the Council will always treat people experiencing abuse in a sympathetic, supportive, and nonjudgemental way.

However, the policy should also have a positive impact on men and boys by confirming that it will seek to improve the safety of those asking for assistance from

²³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/datasets/genderidentity/ageandsexenglandandwales)

²⁴ Census, 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data)

our housing service to all individuals affected including men and boys, recognising that they can also be victims of abuse and offers support.

4i. Sexual Orientation

Data

Borough profile ²⁵

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

Local Authority Social Rented Tenant Population Profile ²⁶

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

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

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

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

Detail the findings of the data

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

Potential Impacts

Positive impact identified.

The policy should have a positive impact by highlighting that victims' experiences of domestic abuse may in part be defined by their background, for example, sexual orientation. The policy is clear that the Council know that certain individuals may therefore face multiple and intersecting forms of discrimination and that the Council will consider the individual needs of each victim/survivor when tailoring our approach and support. The policy also includes links to websites for more specialist needs including LGBTQ+.

²⁵ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexandgender/articles/sexualorientationinenglandandwales/2021)

²⁶ Census 2021 – [Sexual Identity by Tenure – Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexandgender/articles/sexualidentitybytenure/2021)

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023²⁷
- 19.6% of residents were claiming Universal Credit as of March 2023²⁸
- 29.3% of jobs in Haringey are paid below the London Living Wage²⁹

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)³⁰
- 3.7% of Haringey's working age population had no qualifications as of 2021³¹
- 5.0% were qualified to level one only³²

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.³³

Local Authority Social Rented Tenant Population

Income

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

Educational Attainment

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

²⁷ ONS – [ONS Claimant Count](#)

²⁸ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

²⁹ 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](#)

³⁰ DfE – [GCSE attainment and progress 8 scores](#)

³¹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

³² LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

³³ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

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

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

Household Deprivation^{36 37}

- Household is not deprived in any dimension: 20.34%
- Household is deprived in one dimension : 35.46%
- Household is deprived in two dimensions: 29.71%
- Household is deprived in three dimensions: 13.42%
- Household is deprived in four dimensions: 1.07%
- Household is deprived in the education dimension: 31.95%
- Household is deprived in the employment dimension: 31.83%
- Household is deprived in the health and disability dimension: 47.27%
- Household is deprived in the housing dimension: 28.38%

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

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

No data is available on the socioeconomic distribution of leaseholders.

Detail the findings of the data

Haringey Council's tenant population has a significantly higher proportion of residents who:

- Are long-term unemployed than what is observed in the wider borough population.
- Do not hold any formal educational qualifications than what is observed in the wider borough population.

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

Potential Impacts

Positive impact.

The policy will apply to all residents and tenants including those on a low income. The policy uses the definition of domestic abuse from the Domestic Abuse Act 2021, which confirms that an element of domestic abuse can be economic abuse.

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

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

The policy should have a positive impact by confirming that the Council may refer a person's case to the Council's Financial Inclusion Team or other relevant services for any required support relating to financial issues.

5. Key Impacts Summary

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

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

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

5b. Intersectionality

The policy recognises that victims' experiences of domestic abuse may in part be defined by their background, for example, socioeconomic status, gender, sexual orientation, disability, maternity status, age, religion, ethnic group, or immigration status. We know that certain individuals may therefore face multiple and intersecting forms of discrimination and will consider the individual needs of each victim/survivor when tailoring our approach and support.

5c. Data Gaps

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

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

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

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

The policy recognises that:

- Although domestic abuse can affect anyone, certain people may be disproportionately affected or particularly vulnerable and some groups are affected by specific forms of domestic abuse.
- It is important to remember that disclosing abuse will often be a particularly vulnerable and frightening time for victim/survivors. Safeguarding concerns and referrals should be communicated considerately and without victim/survivors feeling blamed for the risks that they and their children have been subjected to.
- Our publicity will ensure that victims/survivors from different identity groups see themselves represented and are encouraged to disclose confidently knowing that their needs will be recognised, understood, and addressed.

7. Amendments and mitigations

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

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

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

Y

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

N

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

N

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

Action: The actions taken are explained throughout this EQIA

Lead officer: N/A

Timescale: N/A

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

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

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

7. Ongoing monitoring

The Domestic Abuse Housing Alliance project group and priority leads will monitor the introduction and embedding of the new policy. We are seeking accreditation through the Domestic Abuse Housing Alliance who will independently review our practice. The Housing Management Team will monitor impact in the long-term.

Council officers from all teams will lead on the delivery of this policy which will include monitoring of the equalities impact of this policy. The Council's Resident Voice Board will also be involved and asked for their feedback when the policy is reviewed in 3 years' time unless earlier events or legislation require an earlier update to this policy.

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

Date of EQIA monitoring review: 23 September 2024

8. Authorisation

EQIA approved by (Assistant Director/ Director)

Date

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.