

## Equality Impact Assessment (EQIA)

### 1. Responsibility for the Equality Impact Assessment

<b>Name of proposal:</b>	Approval to procure Home Care and Family Support services via Dynamic Purchasing Service for Children's Services.
<b>Service Area:</b>	Children's Services
<b>Officer Completing Assessment:</b>	Cassie Harris
<b>Equalities Advisor:</b>	Guy Latham
<b>Cabinet meeting date (if applicable):</b>	21 <sup>st</sup> January 2025
<b>Director/Assistant Director:</b>	Caroline Brain, Assistant Director: CYP Commissioning & Programmes. Dionne Thomas, Assistant Director, Safeguarding and Social Care

### 2. Executive summary

The Council's approach to providing care and support at home is based on the principles of enablement. Care and support services required are defined by the needs of the individual's support plan and aim to maximize an individual's independence and support the reduction of need, wherever possible.

Services to be provided by service providers require the delivery of Care/Support at Home Service to children aged 0-17 with various health and care needs, including but not limited to the following conditions: frailty or long-term health conditions; physical disabilities and/or moving and handling needs or requirement for specialist equipment; learning disabilities including autism and/or behavior which is challenging; complex health needs including life limiting conditions; cognitive impairments; sensory impairments; profound and multiple learning disabilities; mental health problems or mental illness; and challenging behaviors.

A neutral impact is anticipated as there will not be a change in provision.

### 3. Consultation and engagement

Following advice from Haringey SEND Power (forum for parents or carers of a child with SEND who lives in or receives SEND services in Haringey), a Microsoft Teams questionnaire was the chosen method for consultation with families in receipt of home care and family support. Service Managers were consulted for the best way to obtain

responses, and their recommendation for it to be included in the monthly SEND newsletter was followed. The November edition of the monthly Haringey SEND newsletter contained a link to a short questionnaire encouraging current and recent users of home care and family support to share their views and shape support in the future.

When designing the questionnaire, the small cohort size and daily pressures that these families face were taken into consideration. The questionnaire had nine questions; eight of these were answered via a tick box, the final answer was free text. The questions covered topics such as, what was important to families when receiving Home Care /Family support services, the standard of the support and continuity of care workers.

Families were given 15 days to complete the questionnaire. No responses were received. Commissioning will be working with the services and SEND Power to further engage with families throughout the term of the contract.

## 4. Data and Impact Analysis

4.1 Data has been sourced from the State of the Borough, found here:

<https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough> and LiquidLogic.

Liquidlogic is a case management system covering social care, early help and Universal Services within Children's, Families and Adults services. Within Haringey Council, it is the framework within which records for are held, from the point of referral to closure.

### Age

#### Data

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

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

##### Target Population Profile

- 79: 0-17 (0.15%)

2023/4 cohort by age

Age	TOTAL
0-5 year olds	16 (20.25%)

<sup>1</sup> 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)

6-10 year olds	16 (20.28%)
11-15 year olds	29 (36.71%)
16+ years	18 (22.78%)

Source: Liquidlogic

4.2 Under the Children Act 1989 Section 17, local authorities have a statutory duty to safeguard and promote the welfare of children within their area who are in need and, so far as is consistent with that duty, to promote the upbringing of such children by their families by providing a range and level of services appropriate to those children’s needs. This service supports children to remain at home with support.

4.3 This provision is only available for young people aged 0-17 with complex health and care needs including physical and learning disabilities, life limiting conditions, profound and multiple learning disabilities, mental health problems, and challenging behaviours. During the financial year 2023/4, this equated to 79 children; 0.15% of 0–17 year olds which is 0.03% of the total population in the Borough.

4.4 Because the provision relates only to people under age 18 the target population profile has been split into age bandings which differ to the standard Equality Impact Assessment ones.

## Potential Impacts

4.5 A neutral impact is anticipated as there will not be a change in provision. However, if there were to be a change in the future, it would be more likely to impact children aged 11 and over.

## 4b. Disability

### Data

#### Borough Profile

- Disabled under Equality Act – 13.7%<sup>2</sup>
  - Day to day activities limited a lot – 6.1%
  - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression<sup>3</sup>
- 1.7% of residents diagnosed with a severe mental illness<sup>4</sup>
- 0.4% of people in Haringey have a learning disability<sup>5</sup>

#### Target population by registered disability

<sup>2</sup> Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/disabilityandlongtermhealth/bulletins/disabilityinenglandandwales/2021)

<sup>3</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-improvement/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

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

<sup>5</sup> PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

Autism or Aspergers	19 (24.1%)
Learning	12 (15.2%)
Mobility	5 (6.3%)
Registered disabled but disability not specified	2 (2.5%)
Social, Emotional & Mental Health	3 (3.8%)
No disability recorded	33 (41.8%)
Data not available	5 (6.3%)

Source: Liquidlogic

### Target Population Profile

4.6 Eligibility for this support dictates that everyone within the cohort is expected to have profound and/or complex needs inclusive of autism spectrum disorder, learning disabilities, mobility disabilities, and social, emotional & mental health needs.

### Potential Impacts

4.7 Because there is no change of provision, there will be a neutral impact on children with disabilities.

## 4c. Gender Reassignment

### Data

#### Borough Profile<sup>6</sup>

- 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

There is no robust data at Borough level on our trans population, however the central government estimates that there are approximately 200,000 to 500,000 trans people in the UK. Assuming an average representation, this would mean between 800 and 2,000 Haringey residents are Trans.<sup>7</sup>

4.8 The council does not collect data on gender reassignment among this cohort. Because it is children under the age of 18, it is likely to be very low if at all.

### Impact

4.9 Because there is no change of provision, there will be a neutral impact on trans children.

## 4d. Marriage and Civil Partnership

<sup>6</sup> Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-population/gender-identity)

<sup>7</sup> Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

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

## Data

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

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

### Target Population Profile

4.10 This service is targeted for 0-17 year olds. The Marriage and Civil Partnership (Minimum Age) Act 2022, means that 16- and 17-year-olds are no longer permitted to marry or enter into a civil partnership.

## Impact

4.11 This programme will not impact children or young people based on their marital status.

## 4e. Pregnancy and Maternity

### Note<sup>9</sup>:

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

## Data

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

Live Births in Haringey 2021: 3,376

### Target Population Profile

4.12 18 children within the cohort of 79 (22.8%) are females aged 11 or over.

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<sup>8</sup> Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/relationshipsandmarriage/articles/marriageandcivilpartnershipstatusinenglandandwales/2021)

<sup>9</sup> Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](https://www.equalityhumanrights.com/en/our-work/2022-03-22-pregnancy-and-maternity-discrimination).

<sup>10</sup> Births by Borough (ONS)

## Impacts

4.13 Because eligibility for this provision is via needs assessment which identifies a high level of support is required, it is not anticipated that many within this cohort will be affected by pregnancy or maternity. Regardless, because this proposal does change the provision of the service, the impact on this protected characteristic will be neutral.

## 4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.<sup>11</sup>

### Data

#### Borough Profile <sup>12</sup>

##### Arab: 1.0%

- Any other ethnic group: 8.7%

##### Asian: 8.7%

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

##### Black: 17.6%

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

##### Mixed: 7.0%

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

##### White: 57.0% in total

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

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<sup>11</sup> [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/our-work/anti-discrimination-law/race-discrimination)

<sup>12</sup> Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/census2021/ethnicgroupenglandandwales)

## Target population by race

Asian	5 (6.3%)
Black	31 (39.2%)
Mixed	12 (15.2%)
White	18 (22.8%)
Any other ethnic group	8 (10.1%)
Data not available	5 (6.3%)

Source: Liquidlogic

## Target Population Profile

4.14 Receipt of support is related to child need, not their race.

### Potential Impacts

4.15 A neutral impact is anticipated as there will not be a change in provision. However, if there were to be a change, it would have a disproportionate impact on black children because they are significantly overrepresented in the cohort when compared to their share of the borough population.

## 4g. Religion or belief

### Data

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

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

### Target Population Profile

4.16 The council does not collect data on the religion of recipients of Home Care/Support.

### Impact

4.17 A neutral impact is anticipated as there will not be a change in provision.

<sup>13</sup> Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

## 4h. Sex

### Data

#### Borough profile <sup>14</sup>

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

#### Target Population Profile

Male	46 (58.2%)
Female	28 (35.4%)
Data not available	5 (6.3%)

4.14 Receipt of support is related to child need, not their sex.

### Potential Impacts

4.15 A neutral impact is anticipated as there will not be a change in provision. However, if there were to be a change, it would be more likely to impact male children as they are disproportionately represented within this cohort.

## 4i. Sexual Orientation

### Data

#### Borough profile <sup>15</sup>

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

#### Target Population Profile

4.16 The sexual orientation of young people receiving Home Care/Support is not recorded.

### Impacts

4.17 A neutral impact is anticipated as there will not be a change in provision.

## 4j. Socioeconomic Status

### Data

#### Borough profile

#### Income

<sup>14</sup> Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/genderidentityageandsexenglandandwales/2021)

<sup>15</sup> Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/sexualorientationenglandandwales/2021)

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023<sup>16</sup>
- 19.6% of residents were claiming Universal Credit as of March 2023<sup>17</sup>
- 29.3% of jobs in Haringey are paid below the London Living Wage<sup>18</sup>

### **Educational Attainment**

- Haringey ranks 25<sup>th</sup> out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)<sup>19</sup>
- 3.7% of Haringey's working age population had no qualifications as of 2021<sup>20</sup>
- 5.0% were qualified to level one only<sup>21</sup>

### **Area Deprivation**

Haringey is the 4<sup>th</sup> most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.<sup>22</sup>

### **Target Population Profile**

#### **Will not know due to age group.**

4.18 The socio-economic status of young people receiving Home Care/Support is not recorded. Receipt of support is related to need, not income.

### **Potential Impacts**

4.19 A neutral impact is anticipated as there will not be a change in provision.

## **5. Key Impacts Summary**

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

Eligibility for this support is based on profound and/or complex needs, not any protected characteristic. While certain groups are overrepresented within the cohort of home support recipients (namely black children and male children), it is not anticipated that they will be positively or negatively impacted by this decision because the proposal does not alter the provision of the service.

### **5b. Intersectionality**

This proposal does not alter the provision which means it has a neutral impact on all groups in receipt of the support.

### **5c. Data Gaps**

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<sup>16</sup> ONS – [ONS Claimant Count](#)

<sup>17</sup> DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

<sup>18</sup> ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

<sup>19</sup> DfE – [GCSE attainment and progress 8 scores](#)

<sup>20</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

<sup>21</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

<sup>22</sup> IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

There are notable data gaps within this EQIA in relation to the protected characteristics of gender reassignment, sexual orientation, religion and socioeconomic status. This is because service provision is based on needs and these characteristics are not considered necessary for collecting data on.

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

There are no identified key implications for people with protected characteristics.

## **7. Amendments and mitigations**

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

**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

### **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?**

Not applicable.

## **7. Ongoing monitoring**

No ongoing monitoring is planned.

## **8. Authorisation**

EQIA approved by Assistant Director CYP Commissioning & Programmes

*Caroline Brain*

Date 19/12/2024

## **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.