

## 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

<b>Name of proposal:</b>	<b>Community Assets Social Value Policy</b>
<b>Service Area:</b>	<b>Culture, Strategy and Engagement</b>
<b>Officer Completing Assessment:</b>	<b>Oliver Bennathan</b>
<b>Equalities Advisor:</b>	<b>Guy Latham</b>
<b>Cabinet meeting date (if applicable):</b>	<b>22 April 2025</b>
<b>Director/Assistant Director</b>	<b>Jess Crowe</b>

### 2. Executive summary

Please complete this section *after* completing the rest of the form and summarise:

- The policy proposal, its aims and objectives, the decision in consideration. Please focus on **the change** that will result from this decision.
- Results of the analysis: potential positive and negative equality impacts
- Mitigations that will be taken to minimise negative equality impacts (if relevant)
- Next steps (this may include: if/when the EQIA will be refreshed, planned consultation, future stages of the project).

**This policy provides a transparent and consistent approach to providing subsidies to VCS organisations occupying leases in council-owned buildings. It does this through the introduction of a social value matrix which will allow**

**organisations to self-assess and apply for a subsidy on the basis of how much value they meet, as measured by the criteria in the social value matrix.**

**As described below, this social value matrix is the result of a process of extensive engagement with organisations who are currently occupying council-owned buildings in its community portfolio, as well as the broader VCS sector. The matrix also aligns with the council's strategic priorities.**

**This approach will ensure that the council is able to measure and quantify the tangible outcomes the VCS sector is delivering, including for residents with protected characteristics, from its buildings. Overall, this means that the expected equalities impacts are exclusively positive, with organisations encouraged to provide a diverse range of activities, and to be inclusive and accessible.**

**As outlined in the policy, there is a possibility that if an organisation is unable to pay or demonstrate its social value contributions, it will not be granted a lease. This has the ensuing risk of cessation of that organisation's services for its users. The council will support organisations to conduct impact assessments to better understand mitigations if this is the case.**

**Finally, as a result of this EQIA, the council has committed to providing a one-year-review of the implementation of this policy in Summer 2026. This will enable officers to update the Cabinet on any equalities impact, positive or negative, arising through implementation, as well as to recommend any modifications. This EQIA will be refreshed as part of that process.**

**The work with two early adopter organisations, as outlined in the cabinet paper, is intended to ensure that any potential issues with implementation are identified learned from before the policy is applied to the remainder of the organisations scheduled for inclusion as outlined in the cabinet paper.**

### **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.**

**The primary equalities impact of this policy will result from the design of our social value matrix, and this is what we first engaged with the Voluntary and Community Sector (VCS) to codesign. We then consulted more broadly once we had an outline of the emerging criteria.**

**The people immediately impacted by this decision will be those who work in or for community centres, especially those who occupy council buildings. People who use the services provided by community centres are hard to define, as**

anybody in the borough may choose to do so. However, residents with certain protected characteristics, including the protected characteristic of socioeconomic status, are more likely to benefit from the services offered by community centres.

The experts on these services and their impacts are those who currently deliver them (i.e. those who work in the VCS). As they are best placed to know this, and those who will be primarily impacted by this policy, we conducted our two codesign workshops with them via Haringey Community Centres Network (HCCN) and Haringey Community Collaborative (HCC) respectively.

HCCN is constituted by the community centres who currently occupy council buildings, whereas HCC is the Council's strategic partner and has a broader relationship with the whole sector.

The first event with HCCN was held in June 2024, in The Community Hub in Wood Green. This venue is fully accessible, and we co-organised the event with HCCN, who were in the best position to determine the location and time that would best suit their membership. We have conducted meetings with the organisers of HCCN throughout the process so we could ensure that they were happy with how we were conducting this engagement.

The second workshop was held in August 2024, in The Engine Rooms in Tottenham Hale, and was likewise organised alongside our partner organisation HCC who was best placed to determine what would suit its membership. The venue was once again fully accessible. This allowed us to continue to shape our set of social value subsidy criteria with a broader audience.

We must add and have considered that the second event was held during a school holiday, and therefore some of those who work in the VCS may not have been able to attend. We judged that the need to complete the engagement and get a policy drafted as closely to our planned timeline as possible should be prioritised, as issues of timeliness and trust in the Council's ability to deliver were coming up frequently in our engagement. We further believe that there was mitigation for this because the consultation stage of this engagement work would allow those who hadn't engaged in a workshop a chance to have their views considered.

The feedback we received in the workshops was analysed and synthesised into four social value criteria that, when considered alongside the council's strategic priorities, were the emerging priorities. These formed the basis for the consultation which ran from 17 December 2024 to 10 February 2025.

The consultation sought general feedback on our approach to the policy, as well as specific feedback on the social value criteria which had emerged in the two workshops and discussions with our partners. Consultees were asked to order

the subcategories of the 'Social and Community' criterion by importance, and to do the same with the four criteria of social value (see next section).

One outcome of this engagement is that accessibility (opening hours and inclusion) will account for 25% of the potential social value score that an organisation can accrue. This will include measures to facilitate the participation and inclusion of residents with different protected characteristics in activities delivered by the organisations. The category of Health and Wellbeing, which will account for a potential 40% of the total score covers a wide range of activities to support vulnerable people and will therefore seek to recognise positive impacts on people from all protected characteristic groups. The subcategories have been drawn up as widely as possible, to cover all the possible forms of service and delivery, so that community centres have as much flexibility as possible in determining how they deliver on this social value criterion.

The consultation also demonstrated that 43.2% of respondents supported our proposed approach to this work, with the most common concerns relating to trust in the council to deliver and affordability. These concerns represent a challenge to us as we deliver the policy, but not a change in approach. A further 27.3% of respondents were neutral, with only 2.3%, representing 1 respondent, describing themselves as opposed.

57.9% of respondents agreed with the proposed social value matrix, and we have updated the categories and weighting according to the ordering exercise to reflect what respondents valued, whilst ensuring it aligns with the council's strategic priorities and values.

The engagement process outlined above was fundamental to the social value matrix we are now presenting to cabinet, and the Commonplace consultation adhered to Web Content Accessibility Guidelines (WCAG) including keyboard navigation, alt text for images, and alternative options for non-accessible features.

The consultation was promoted via our partner organisations HCC and HCCN, as well as being publicised on council media, and shared with our community networks.

We have taken steps to make the engagement process accessible and inclusive at every stage, and the purpose of the work itself is to create a fair and sustainable way for VCS organisations across the borough to provide the best services possible to residents who want or need to access their services. That includes residents with every protected characteristic, and so this work should provide an overall benefit.

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

**In each of the two workshops described above, a list of potential social value metrics was provided to groups of participants who were asked to feedback which they felt should be given the highest priority in a social value matrix. This could include additional comments or adding new values where they were missing.**

**In the HCCN workshop, the highest priority was given to:**

- **Provision of services which contribute to the prevention or reduction of demand on statutory social care,**
- **Provision of services, training and pathways towards further education and/or employment,**
- **Provision of other valued services,**
- **Operation by a properly constituted charity with clear governance arrangements and 3 years annual reports to the Charity Commission,**
- **Commitment to operate the space on an inclusive and accessible basis, open and accessible to all Haringey's diverse communities.**

**In the HCC workshop, the highest priority was given to:**

- **Provision of services which contribute to the prevention or reduction of demand on statutory social care,**
- **Free or subsidised provision of hire spaces/rooms for meetings of excluded and vulnerable groups, activities or services,**
- **Tackling isolation,**
- **Provision of services, training and pathways towards further education and/or employment.**

**After conducting our analysis of the feedback, we proposed the following four criteria of social value in our consultation:**

- 1. Access (opening hours and inclusion)**
- 2. Employment and skills**
- 3. Social and Community**
- 4. Environment and sustainability**

**The Environment and Sustainability criterion was commented upon in both workshops, with feedback that the Council would have to support organisations in delivering any carbon reduction work on their buildings or sites. It was also a major organisational priority, so the decision was taken to include it as an independent category with the majority of measures representing it to be related to policies and activities rather than building standards.**

**The proposed social and Community criterion in our Commonplace site contained 8 subheadings:**

- Preventing or reducing demand on statutory social care
- Supporting good mental and physical health
- Reducing loneliness and social isolation
- Providing opportunities for training and pathways into employment
- Providing opportunities and activities for young people
- Supporting families and vulnerable people with cost of living
- Providing homelessness advice and support
- Sharing and celebrating the many different cultures in our borough

**This metric ranked most highly of all, though subcategories related to employment and skills were ranked as the lowest priority.**

**The separate social value criterion of Employment and Skills ranked relatively low in importance as well. We noted that this has been rated highly in our workshops, and was a council priority, and therefore decided to separate measures related to this from the Social and Community Category and have a broader set of Opportunity related measures in one category with a slightly lower weighting. This means that organisations will be able to achieve a relatively high discount without needing to fulfil that metric, but will not receive the highest level of subsidy without doing so.**

**The final proposed criteria and their weightings as percentages are:**

**1. Access (opening hours & inclusion): open when people want to use them, inclusive, and well-used by the local community**

**2. Health and Wellbeing:**

- Preventing or reducing demand on statutory social care
- Supporting good mental and physical health
- Reducing loneliness and social isolation
- Supporting families and vulnerable people with cost of living
- Providing homelessness advice and support

**3. Opportunities:**

- Sharing and celebrating the many different cultures in our borough
- High quality volunteering opportunities
- Providing opportunities for training and pathways into employment
- Providing opportunities and activities for young people

**4. Environment & Sustainability: supporting the council's efforts to tackle the climate emergency by developing sustainable policies and working practices (Either building improvements/policies or campaigns and activities).**



Social Value Criteria	Subsidy Value
Access (Opening Hours and Inclusion)	25
Health and Wellbeing	40
Opportunities	25
Environment and Sustainability	10

All 4 criteria stand to have a positive impact for organisations who can demonstrate how they are contributing to them as part of the implementation of this policy.

The subcategories of the Health and Wellbeing criterion are sufficiently broad in nature as to result in the provision of dedicated services to residents with every protected characteristic. The Access (Opening Hours and Inclusion) metric is likewise sufficiently broad that it should be applicable to residents with every protected characteristic. These two metrics alone would equate to 65% of the available social value subsidy.

## 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 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

- 0-17 (XX%)
- 18-34 (XX%)

<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)

- 35-49 (XX%)
- 50-64 (XX%)
- 65+ (XX%)

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

**This policy will have a borough-wide application, so we have not collected any additional data. Organisations will be asked to provide data on the characteristics of people using their services as part of their evidence of how they are delivering social value.**

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 direct impacts of this policy will be those who operate VCS organisations occupying or seeking to occupy council-owned buildings. The secondary impacts of this policy should be positive ones for residents with any protected characteristic due to the universality and inclusiveness of the metrics adopted. The distribution of services provided will be evaluated in our one-year review, by which point we will have a clearer view of the services provided by the sector and the impact on different groups.**

#### **Potential Impacts**

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

**This policy will ensure that VCS organisations occupying council-owned buildings with a social value subsidy are delivering measurable positive impacts for residents, and these could include targeted services for residents with every protected characteristic.**

**Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services which target or cater to the needs of specific age groups. This EQIA will be updated if such impacts are identified.**

#### **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 Profile

**This policy will have a borough-wide application so target population profile is the same as the Borough Profile.**

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

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Detail the findings of the data.

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- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

**The direct impacts of this policy will be those who operate VCS organisations occupying or seeking to occupy council-owned buildings. The secondary impacts of this policy should be positive ones for residents with any protected characteristic due to the universality and inclusiveness of the metrics adopted. The distribution of services provided will be evaluated in our one-year review, by which point we will have a clearer view of the services provided by the sector and any impacts on different groups.**

### Potential Impacts

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

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<sup>2</sup> Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

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

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

<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>

**This policy will ensure that VCS organisations occupying council-owned buildings with a social value subsidy are delivering measurable positive impacts for residents, and these could include targeted services for residents with every protected characteristic.**

**Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services which target or cater to the needs of disabled people. This EQIA will be updated if such impacts are identified.**

#### **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**

**This policy will have a borough-wide application so target population profile is the same as the Borough Profile.**

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

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Detail the findings of the data.

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

impacts of this policy should be positive ones for residents with any protected characteristic due to the universality and inclusiveness of the metrics adopted. The distribution of services provided will be evaluated in our one-year review, by which point we will have a clearer view of the services provided by the sector and any impacts on different groups.

### Potential Impacts

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

**This policy will ensure that VCS organisations occupying council-owned buildings with a social value subsidy are delivering measurable positive impacts for residents, and these could include targeted services for residents with every protected characteristic.**

Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services which are targeted towards trans people. This EQIA will be updated if such impacts are identified.

## 4d. Marriage and Civil Partnership

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

### Data

#### Borough Profile <sup>7</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

**This policy will have a borough-wide application so target population profile is the same as the Borough Profile.**

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<sup>7</sup> Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

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

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Detail the findings of the data.

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#### **Potential Impacts**

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

##### **Note<sup>8</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.

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<sup>8</sup> Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

## Data

### Borough Profile <sup>9</sup>

Live Births in Haringey 2021: 3,376

## Target Population Profile

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

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<sup>9</sup> Births by Borough (ONS)

Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services which are targeted at this protected characteristic. This EQIA will be updated if such impacts are identified.

#### **4f. Race**

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.<sup>10</sup>

##### **Data**

##### **Borough Profile <sup>11</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/Northern Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

#### **Target Population Profile**

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<sup>10</sup> [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

<sup>11</sup> Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/)

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

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

**This policy will ensure that VCS organisations occupying council-owned buildings with a social value subsidy are delivering measurable positive impacts for residents, and these could include targeted services for residents with every protected characteristic.**

Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services which target people from ethnic minority backgrounds or otherwise foster good relations between the diverse communities of the borough. This EQIA will be updated if such impacts are identified.

#### **4g. Religion or belief**

**Data**



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

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

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**Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services or activities which are targeted towards residents from specific religious communities. This EQIA will be updated if such impacts are identified.**

## **4h. Sex**

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<sup>12</sup> Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

## Data

### Borough profile <sup>13</sup>

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

## Target Population Profile

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

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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?

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

**This policy will ensure that VCS organisations occupying council-owned buildings with a social value subsidy are delivering measurable positive impacts for residents, and these could include targeted services for residents with every protected characteristic.**

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<sup>13</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)

Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services or activities which specifically target residents on the basis of sex. This EQIA will be updated if such impacts are identified.

#### **4i. Sexual Orientation**

##### **Data**

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

**This policy will have a borough-wide application so target population profile is the same as the Borough Profile.**

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

**This policy will have a borough-wide application, so we have not collected any additional data. Organisations will be asked to provide data on the characteristics of people using their services as part of their evidence of how they are delivering social value.**

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 direct impacts of this policy will be those who operate VCS organisations occupying or seeking to occupy council-owned buildings. The secondary impacts of this policy should be positive ones for residents with any protected characteristic due to the universality and inclusiveness of the metrics adopted. The distribution of services provided will be evaluated in our one-year review, by which point we will have a clearer view of the services provided by the sector and any impacts on different groups.**

##### **Potential Impacts**

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<sup>14</sup> Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-and-demography/sexual-orientation)

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

**This policy will ensure that VCS organisations occupying council-owned buildings with a social value subsidy are delivering measurable positive impacts for residents, and these could include targeted services for residents with every protected characteristic.**

**Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services which target LGBTQ+ residents. This EQIA will be updated if such impacts are identified.**

## **4j. Socioeconomic Status**

### **Data**

#### **Borough profile**

##### **Income**

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023<sup>15</sup>
- 19.6% of residents were claiming Universal Credit as of March 2023<sup>16</sup>
- 29.3% of jobs in Haringey are paid below the London Living Wage<sup>17</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>18</sup>
- 3.7% of Haringey's working age population had no qualifications as of 2021<sup>19</sup>
- 5.0% were qualified to level one only<sup>20</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>21</sup>

##### **Target Population Profile**

**This policy will have a borough-wide application so target population profile is the same as the Borough Profile.**

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<sup>15</sup> ONS – [ONS Claimant Count](#)

<sup>16</sup> DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

<sup>17</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>18</sup> DfE – [GCSE attainment and progress 8 scores](#)

<sup>19</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

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

<sup>21</sup> IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

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

**This policy will have a borough-wide application, so we have not collected any additional data. Organisations will be asked to provide data on the characteristics of people using their services as part of their evidence of how they are delivering social value.**

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 direct impacts of this policy will be those who operate VCS organisations occupying or seeking to occupy council-owned buildings. The secondary impacts of this policy should be positive ones for residents with any protected characteristic due to the universality and inclusiveness of the metrics adopted. The distribution of services provided will be evaluated in our one-year review, by which point we will have a clearer view of the services provided by the sector and any impacts on different groups.**

#### **Potential Impacts**

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

**This policy will ensure that VCS organisations occupying council-owned buildings with a social value subsidy are delivering measurable positive impacts for residents, and these could include targeted services for residents with every protected characteristic.**

**Upon implementation of the policy, the Council will review the impact on VCS organisations to identify any disproportionate impacts on the delivery of services which are targeted at or relevant to this protected characteristic. This EQIA will be updated if such impacts are identified.**

## **5. Key Impacts Summary**

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

**Due to the borough-wide nature of this policy, there is no target population. The delivery of the policy, as described above, will provide a financial incentive to**

**VCS organisations occupying council-owned buildings to deliver services that produce social value according to our agreed set of principles.**

### **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?

**Due to the diverse nature of activities encouraged by our social value matrix, alongside the emphasis on accessibility and inclusion, we expect that residents with more than one protected characteristic are likely to be better served by any changes to delivery prompted by the introduction of this policy. This could include through greater accessibility of services in general, as well as the availability of services and activities catering to particular groups and communities, and the greater awareness that will result from that diversity.**

**When we conduct our year review, we will revisit the implementation from the perspective of intersectionality.**

### **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

**The direct impact of this policy will be on those who operate Voluntary and Community Centre (VCS) organisations. We have worked with our partner organisations to make our engagement as accessible as possible, and people with protected characteristics have been engaged and consulted on the basis of their roles in that respect, rather than as people with protected characteristics as such. Accessibility and provision of services to people with protected characteristics has nonetheless been a primary feature of discussions with our partners throughout this process, and we will expect organisations to submit data about their service provision (including in relation to those characteristics) in line with the proposed policy.**

## **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?

**Our new social value principles should be beneficial to Haringey residents with protected characteristics (especially where organisations cater specifically for them) when they visit community centres or access their services.**

One potential impact is that some organisations which currently hold leases at very low cost may be required to pay more under this policy. Some of those organisations may not be able to afford to pay for a lease under the new policy, especially if they are not able to demonstrate how they are providing social value. In some cases, as outlined in the policy, this could result in an organisation being removed from our building. Were this to happen, there is a possibility that an organisation that currently provides services to residents with a particular protected characteristic (or indeed multiple protected characteristics) would lose access to that service. As a result of this risk, we have committed to provide support to organisations that lose access to their buildings, and would support them to undertake an impact assessment to help them better understand any mitigations needed.

The council has committed to conducting a one year review of delivery of this policy, which allow officers to assess any equalities impacts that are not yet possible to predict. The process of social value subsidy applications will also provide the council with more data about the types of services being delivered, resulting in greater visibility of the distribution of services to different communities and enabling us to identify potential gaps and under-served groups with particular characteristics which can be used to inform future service provision.

## **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 **N**



**No major changes required.**

**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**

**As a result of this EQIA, the council has committed to conducting a one-year review of the delivery of this policy which will provide an opportunity to review any equalities impacts which are not yet possible to predict.**

**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**

**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:

**Conduct a one year review on the delivery of this policy, including assessment of equalities impacts.**

Lead officer: **Jess Crowe**

Timescale: **One year.**

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:

**We do not foresee any negative impacts that cannot be mitigated.**

## **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 one-year review of the implementation of this policy will be delivered in Summer 2026 as per the Cabinet Report. This will refer to the data that has begun to be collected through the process of lease establishment outlined in the policy. Delivery by organisations will be reviewed annually as outlined in the policy to ensure that organisations are delivering on social value as per their commitments, and that where they have improved on their delivery that can be reflected in their level of subsidy as well.

The council will continue to work with its strategic partner Haringey Community Collaborative, which exists to serve the VCS in Haringey and will support organisations where required, as well as assisting the council in its continuing conversations with the sector at large.

**Date of EQIA monitoring review:**

**Summer 2026.**

## **8. Authorisation**

EQIA approved by (Assistant Director/ Director)

**Jess Crowe**

Date

**21 March 2025**

## **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.