

Equality Impact Assessment (EQIA)

1. Responsibility for the Equality Impact Assessment

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| Name of proposal: | Approval to commission independent fostering agency services via Dynamic Purchasing Service for Children's Services. |
| Service Area: | Children's Services |
| Officer Completing Assessment: | Cassie Harris |
| Equalities Advisor: | Guy Latham |
| Cabinet meeting date (if applicable): | Cabinet member signing – May 2025 |
| Director/Assistant Director: | Caroline Brain, Assistant Director: CYP Commissioning & Programmes. Dionne Thomas, Assistant Director, Safeguarding and Social Care |

2. Executive summary

The decision for this equality impact statement is the approval of the procurement of independent fostering agency (IFA) placements. As a corporate parent, the Council has a statutory duty to ensure there is a range of IFA placements available, sufficient to meet the needs of the children looked after (CLA) by the local authority.

The council currently spot purchases IFA placements from external providers which is not compliant with Public Contract Regulations. This EqiA is for the proposal for the commissioning of IFA placements via an e-sourcing solution called the Axians Dynamic Purchasing System (DPS).

Haringey has a CLA population of 316 (Oct 2024). Of these, 224 were in fostering placements; two-thirds of fostering placements are in-house, the remaining third (75) are placed in IFAs placements. IFAs are used when there is insufficient capacity within our in-house placements.

Haringey will be working collaboratively with children's IFA providers to join the Council's DPS which is envisaged to have a positive impact on children in care as the aim will be for a Haringey first offer for vacant beds with registered IFA providers with a focus on placements close to Haringey. This will support children looked after where this meets their needs to live in the Borough and maintain relationships with family and friends where appropriate.

Haringey plans to embed regular consultation with CLA and Providers within commissioning practise. The aim will be to establish regular meetings with the Participation & Mentoring Practitioner for children social care, alongside young ambassadors to plan regular themed engagement events with care-experienced children and young people.

3. Consultation and engagement

3a. Haringey have held market engagement events and forums with providers to gather their views on joining Haringey DPS and on Haringey Quality Assurance Framework which will be basis used to inform delivery of service, any challenges and improvements needed. Haringey plans to continue with quarterly forums with providers which will provide an opportunity to discuss any challenges and new developments.

3b. Care experienced children and young people have been engaged with and further engagement events will be planned during the contract period. After consulting with the Service to find the best approach to capture young people's voices, we were invited to the YAS end of year celebratory event for care leavers on 13th December where we asked young people to complete a questionnaire which asked about their experience of living with a foster carer and what they would like to see change.

3c. Some of the key findings from engaging with care experienced children and young indicated the following:

Ten care experienced young people agreed to the complete the survey. Most of the young people surveyed had lived in a foster family or residential home for a minimum of one year.

Half of the young people who responded voiced that when living in this accommodation, it was important for them to:

- be close to family and friends and local links
- have preparation to live independently
- be close to education, work or training opportunities
- have good transport connections bus or train.

Key findings:

When the young people were asked about feeling safe and the standard of their accommodation, all the young people felt safe in their foster home and the majority found the standard of the foster home to be acceptable. All young people surveyed spoke highly of the support they received from their foster carer, including support to access activities of interest in the local community.

The proposal is anticipated to have a positive impact as it will support CLA to be placed in IFA placements in the Borough where this meets their needs.

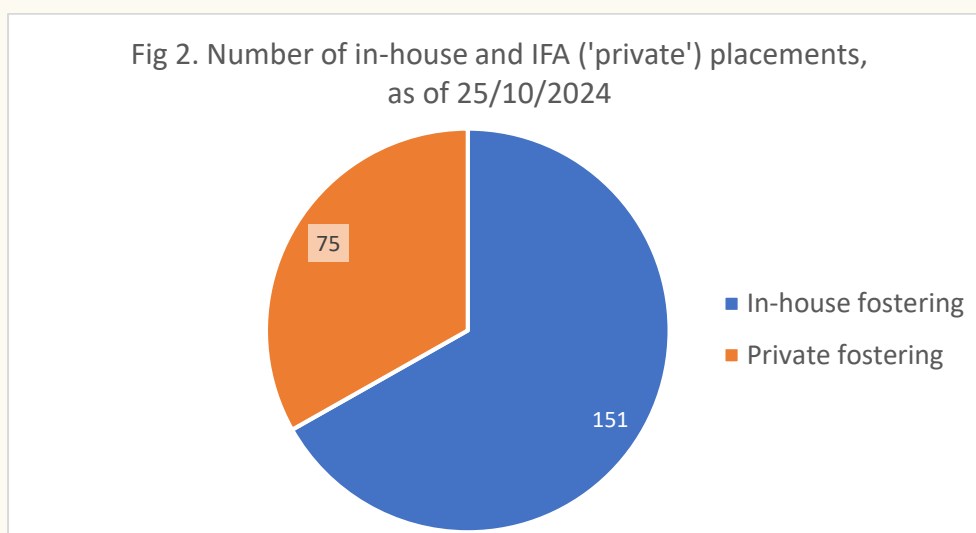
¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/population)

| | | | |
|---------------|------------|------------|------------|
| 0-4 years | 37 (16.4%) | 27 (17.9%) | 10 (13.3%) |
| 5-9 years | 52 (23.0%) | 34 (22.5%) | 18 (24.0%) |
| 10 - 15 years | 71 (31.4%) | 45 (29.8%) | 26 (34.7%) |
| 16- 17 years | 66 (29.2%) | 45 (29.8%) | 21 (28.0%) |

Source: Liquidlogic as of 25/10/2024

4.2 Local authorities have a statutory duty to accommodate children in need (section 20 Children Act 1989) and those who are the subjects of interim or final care orders (section 22A Children Act 1989). The provision of IFA placements is guided and underpinned by the principles of the Children Act 1989, Fostering Services (England) Regulations 2011 and the National Minimum Standards for Fostering Services.

4.3 As of 25th October 2024, there were 316 children looked after by Haringey, across all placement types. Fostering is the most common placement type for CLA in Haringey, accounting for 224 out of the 316 looked after children on the 25/10/2024. Of these 244 foster placements, 75 were children in IFA placements.



4.4 Children enter independent foster care in a variety of ways: they may have experienced absent, poor parenting, loss, abuse or neglect; have a level of need and/or behaviour that requires clinical support/intervention or significant additional support; or enter parent and child fostering, where the parent and their baby or young child are placed together. As of 25th October 2024, this equated to 75 children; 0.14% of 0–17 year olds which is 0.03% of the total population in the Borough.

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 10 to 17.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - 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 depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

Target population: IFA placements by primary category of need

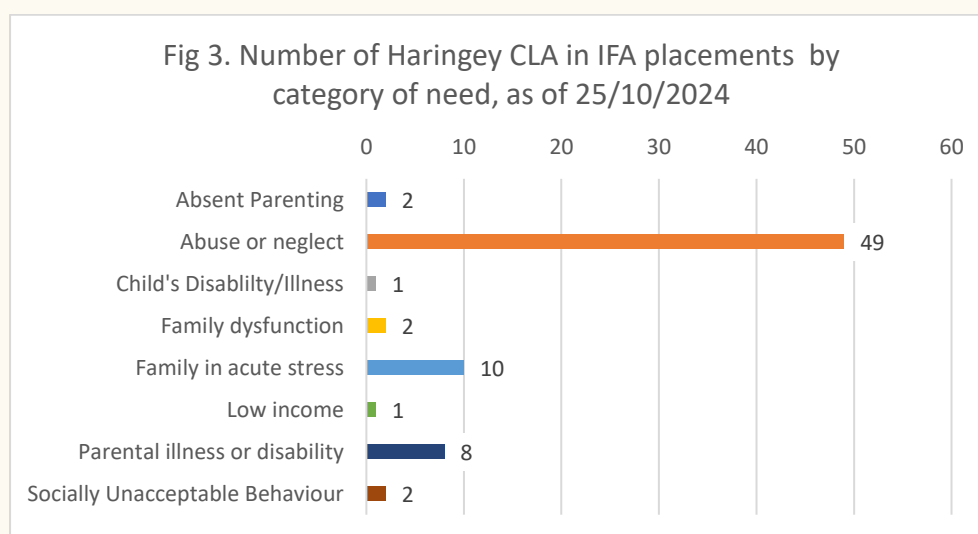


Table 2

| | |
|---------------------------------|------------|
| Absent parenting | 2 (2.7%) |
| Abuse or neglect | 49 (65.3%) |
| Child disability/illness | 1 (1.3%) |
| Family disfunction | 2 (2.7%) |
| Family in acute stress | 10 (13.3%) |
| Low income | 1 (1.3%) |
| Parent illness or disability | 8 (10.7%) |
| Socially unacceptable behaviour | 2 (2.7%) |

Source: Liquidlogic as of 25/10/2024

Target Population Profile

4.6 Only 1 (1.3%) IFA placement had 'child disability/illness' as the primary category of need, however it is possible that a higher number of children in these

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

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

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

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

placements do have disabilities, but that this is not their primary category of need. Where primary category of need is child disability, these children are more likely to be placed in alternative accommodation assessed to meet their needs. By far the most common primary category of need among Haringey's IFA placements was 'abuse or neglect', which constituted 65.3% of these placements as of 25th October 2024.

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 Profile⁶

- 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.⁷

4.8 The council does not collect data on gender reassignment among this cohort. Because the IFA placement cohort are 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

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 ⁸

⁶ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/genderidentityenglandandwales/2021)

⁷ 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.

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

- 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 cohort of children placed with IFA is aged 0-17 years. 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

Note⁹:

- 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 ¹⁰

Live Births in Haringey 2021: 3,376

Target Population Profile

4.12 Commissioning of IFA provision will not significantly affect young women who are pregnant or young women in maternity. We do not have data on the number of young women who are pregnant.

Impacts

4.13 Because this proposal does not change the provision of the service, the impact on this protected characteristic will be neutral.

⁹ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

¹⁰ Births by Borough (ONS)

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.¹¹

Data

Borough Profile ¹²

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: IFA placements by ethnicity

¹¹ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

¹² Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/ethnicgroup)

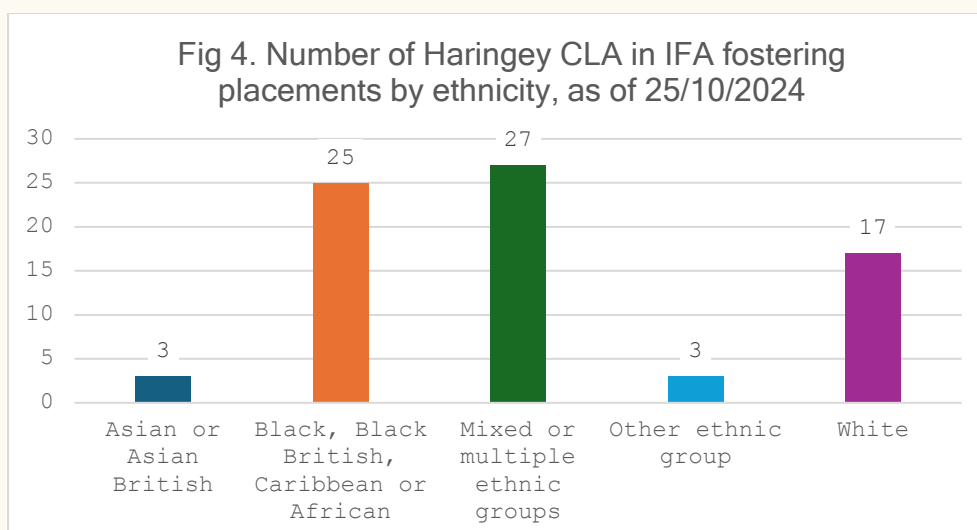


Table 3

| | |
|--|------------|
| Asian or Asian British | 3 (4.0%) |
| Black, Black British, Caribbean or African | 25 (33.3%) |
| Mixed or multiple ethnic groups | 27 (36.0%) |
| Other ethnic group | 3 (4.0%) |
| White | 17 (22.7%) |

Source: Liquidlogic as of 25/10/2024

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 in the future, it would have a disproportionate impact on mixed or multiple ethnic children and black, black British, Caribbean or African children in IFA placements because they are significantly overrepresented in the cohort when compared to their share of the borough population.

4g. Religion or belief

Data

Borough Profile ¹³

- 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%

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

- Sikh: 0.3%

Target Population Profile

4.16 The council does not collect data on the religion of children in IFA placements.

Impact

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

4h. Sex

Data

Borough profile ¹⁴

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

Target Population Profile

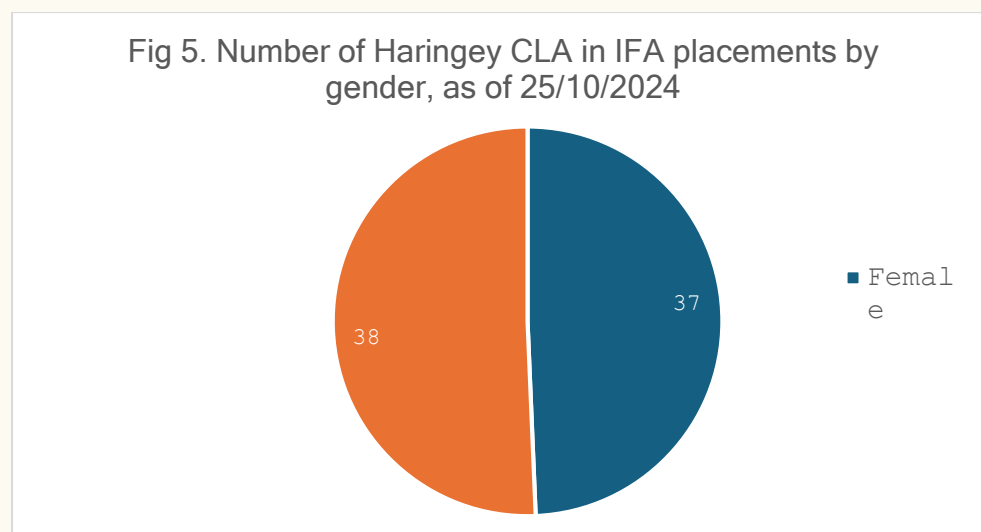


Table 4

| | |
|--------|------------|
| Male | 37 (49.3%) |
| Female | 38 (50.7%) |

Source: Liquidlogic as of 25/10/2024

Potential Impacts

¹⁴ 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/genderidentitybyageandsex)

4.15 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 likely to impact male and female children equally.

4i. Sexual Orientation

Data

Borough profile ¹⁵

- 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 children in IFA placements is not recorded.

Impacts

4.17 A neutral impact is anticipated as there will not be a change in provision 4j.

¹⁵ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁶
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁷
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁸

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁹
- 3.7% of Haringey's working age population had no qualifications as of 2021²⁰
- 5.0% were qualified to level one only²¹

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.²²

Target Population Profile

Will not know due to age group.

4.18 The socio-economic status of children in IFA placements 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 subject to an assessment by the Council's Social Services Department, not any protected characteristic. While certain groups are overrepresented within the cohort of IFA placements (namely mixed or multiple ethnic children and black, black British, Caribbean or African 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.

¹⁶ ONS – [ONS Claimant Count](#)

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

¹⁸ 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](#)

¹⁹ DfE – [GCSE attainment and progress 8 scores](#)

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

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

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

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

There are 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 assessed need 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/ Director) **Dionne Thomas/Caroline Brain**

Date 30/04/2025

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.