

Equality Impact Assessment (EQIA)

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

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

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

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

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

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Commissioning of Residential Childrens Homes for Children in Care
Service Area:	Children's Social Services
Officer Completing Assessment:	Pauline Simpson
Equalities Advisor:	Guy Latham
Cabinet meeting date (if applicable):	Cabinet member signing – May 2025
Director/Assistant Director	Caroline Brain Assistant Director, CYP Commissioning and Dionne Thomas Assistant Director, Safeguarding and Social Care

2. Executive summary

As a corporate parent the Council has a statutory duty to ensure there is a range of local homes available, sufficient to meet the needs of the children looked after (CLA) of the local authority.

The council currently spot purchases residential placements from external providers which is not compliant with Public Contract Regulations. This EqiA is for proposal for

the commissioning of residential children's homes via an e-sourcing solution called the Axians Dynamic Purchasing System (DPS).

Haringey has a Children Looked After (CLA) population of 313 (Jan 2025) with 26 Children Looked After (as of Jan 2025) placed in residential children's homes operated by external providers.

Haringey will be working collaboratively with children's residential homes providers to join the Councils DPS. This 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 residential children's homes based in Haringey. Where this meets their needs, this will support children in care 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

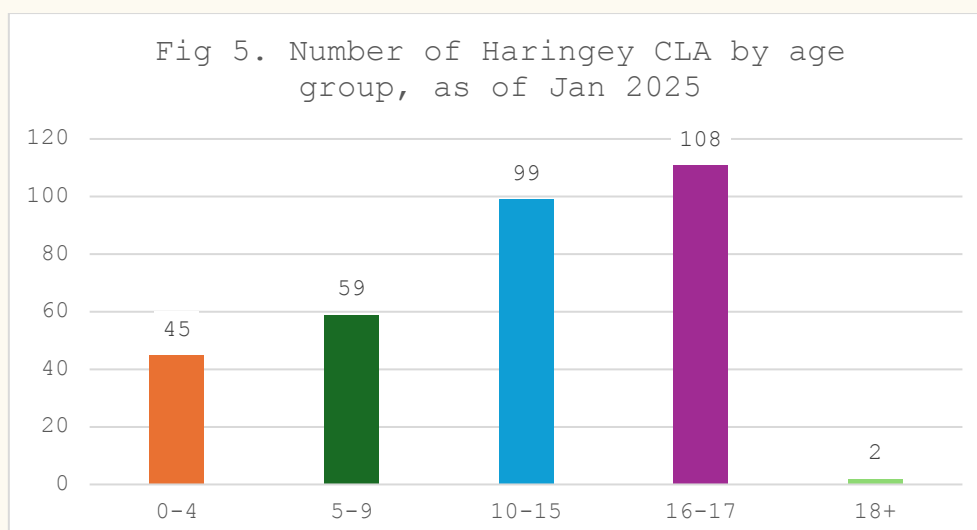
3a. Haringey have held market engagement events and forums with providers to gather their views on joining Haringey DPS and on Haringey Quality Assurance Framework which will be basis used to inform delivery of service, any challenges and improvements needed. Haringey plans to continue with quarterly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

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.

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

- Ten care experienced young people agreed to participate in a survey and 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

Source: Liquidlogic



The largest age group of CLA was 16-to-17-year-olds, who made up 35% of the placements. The next most common age group was 10-to-15-year-olds who made up 31% of placements. Please see Fig 9

Fig 9: CLA Placement Type

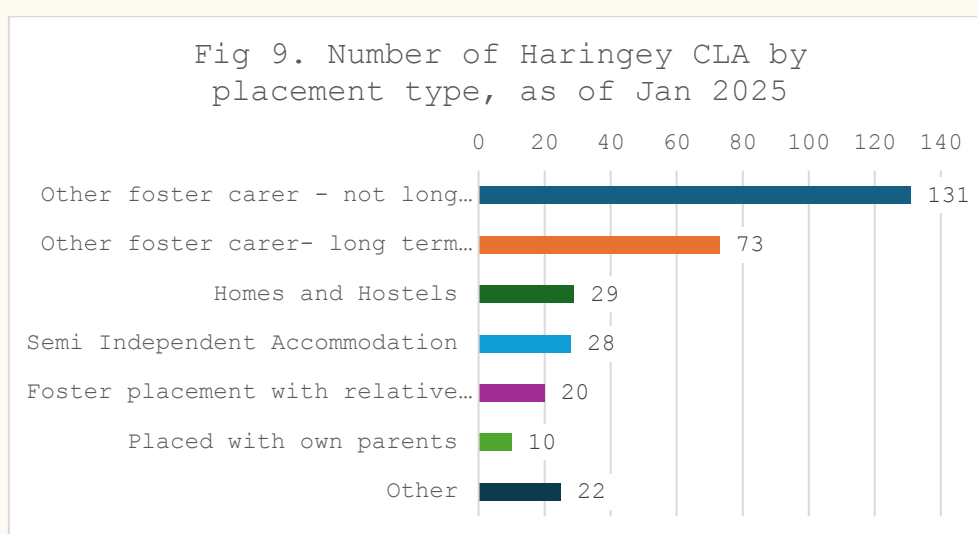
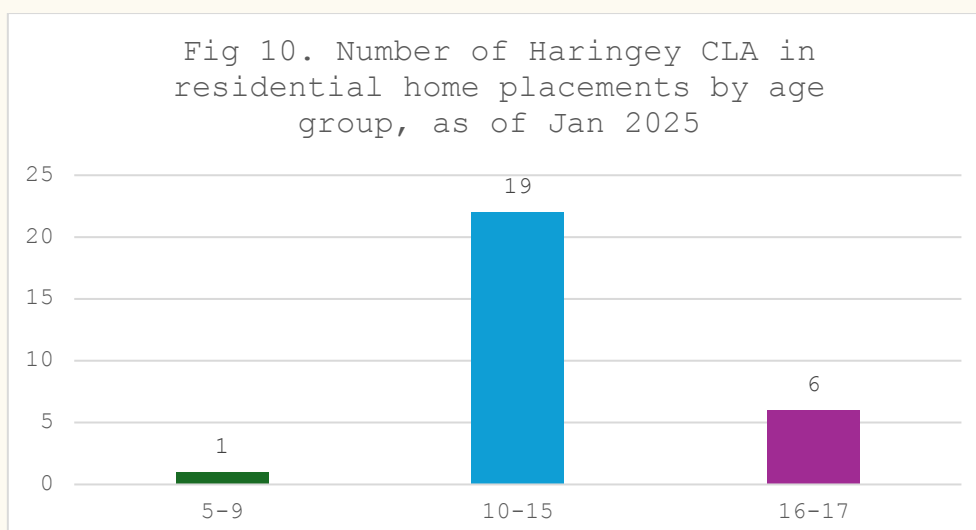


Fig 10 : Number and age of CLA placed in residential homes



The majority of CLA in residential homes are in the age range of 10- 15 years which makes up 79% of the residential placements. The next highest group were 16-to-17-year-olds, at 21% while only one child was in the 5-to-9-years-old group. In comparison to the Borough profile for 0-17 years this represents 0.05% of the population in this age range.

This proposal only affects CLA with the primary age of 5 – under 18 years old who are in the care of Haringey. Ofsted regulations depicts that the primary focus of these homes is for children looked after under 18.

With 313 CLA there are 31% in the age range of 10 -15 of which 22% are in residential accommodation.

The data demonstrates that children aged 10 -15 years old could be disproportionately affected due to an overrepresentation of 10-15-year-olds in residential children's home compared to other age groups.

The overrepresentation of children aged 10-15 in residential homes can be attributed to several factors such as behavioural issues, lack of alternative accommodation such as foster placements and educational needs, children in this age group may have specific educational needs that are better met in a residential setting.

Potential Impacts

A neutral impact is anticipated as there will not be a change in the provision. As corporate parents the council as a duty to assess children's needs and find suitable accommodation that meet CLA needs, which the continued provision of the service will support

4b. Disability

Data

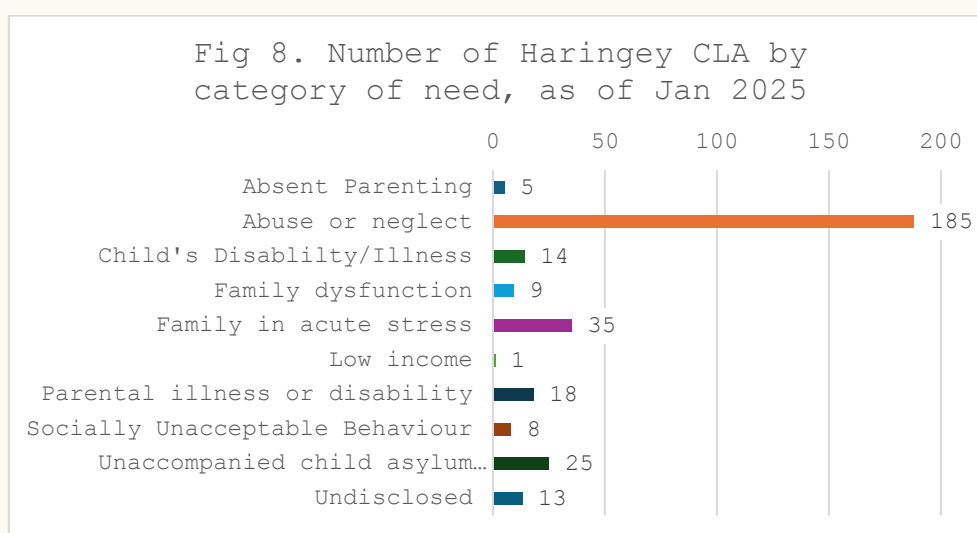
Borough Profile

- 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 Profile

Children Looked After

Fig 8 : CLA Category of Need



The table demonstrates that 4% of CLA had a 'child disability/illness' as the primary category of need. 14 CLA were placed in children's residential homes with a child disability/illness recorded as primary need. The data illustrates that a high number (48%) of CLA with a primary need of child disability/illness are placed in residential homes.

Table 1: Breakdown of Child Disability/Illness

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

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

Source Liquidlogic

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

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

Disability	Number	%
Autism or Aspergers	8	27.58
Learning Disabilities/Autism	3	10.34
Learning Disabilities	3	10.34
Registered disabled but disability not specified	0	0
No disability recorded	15	51.72

There is an overrepresentation of CLA with disabilities in residential homes. This suggests that children with disabilities or illnesses might face unique challenges that make residential care a more common placement for them. These challenges could include specialized care needs which might not be available in other homes and challenges in finding suitable other arrangements such as fostering leading to a higher reliance on residential care.

Potential Impacts

Because there is no change to the services being delivered, this proposal is anticipated to have 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.

Potential Impacts

The commissioning of children's residential homes is not anticipated to disproportionately impact transgender children and young people specifically as a result of their protected characteristic.

4d. Marriage and Civil Partnership

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

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 ⁷

- 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 service is targeted for children 0-17years old. The Marriage and Civil Partnership (Minimum Age) Act 2022, means that child 16- and 17-year-olds will no longer be allowed to marry or enter into a civil partnership even with parental consent

Potential Impacts

This provision is not anticipated to impact on CLA based on their marital status.

4e. Pregnancy and Maternity

Note⁸:

- 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 ⁹

Live Births in Haringey 2021: 3,376

Target Population Profile

Commissioning of children’s residential homes for CLA 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 in care who are pregnant.

Potential Impacts

⁷ 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)

⁸ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](https://www.equalityhumanrights.com/en/our-work/2022-03-22-pregnancy-and-maternity-discrimination).

⁹ Births by Borough (ONS)

It is not anticipated that commissioning this service will impact this group specifically as a result of their protected characteristic.

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.¹⁰

Data

Borough Profile ¹¹

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%

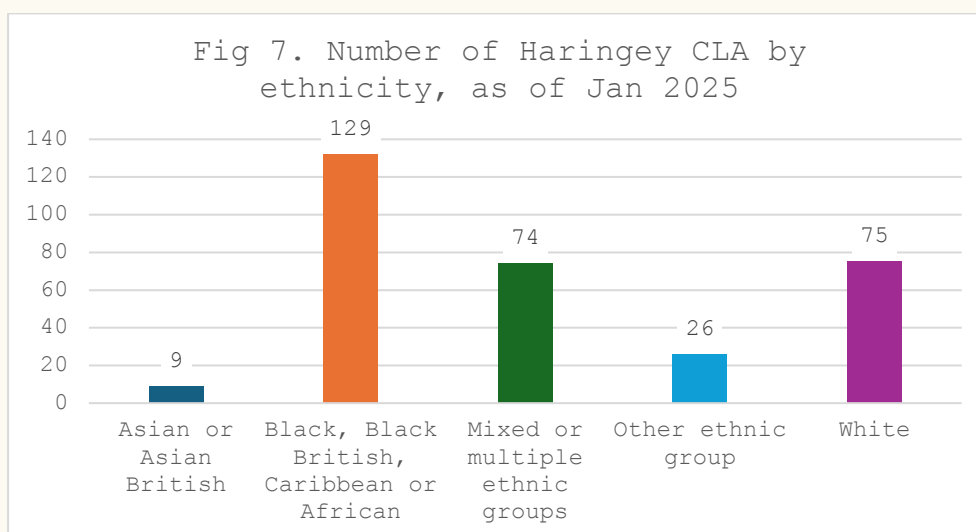
Target Population Profile

Fig 7: CLA by Ethnicity

** Source LiquidLogic**

¹⁰ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/race-discrimination)

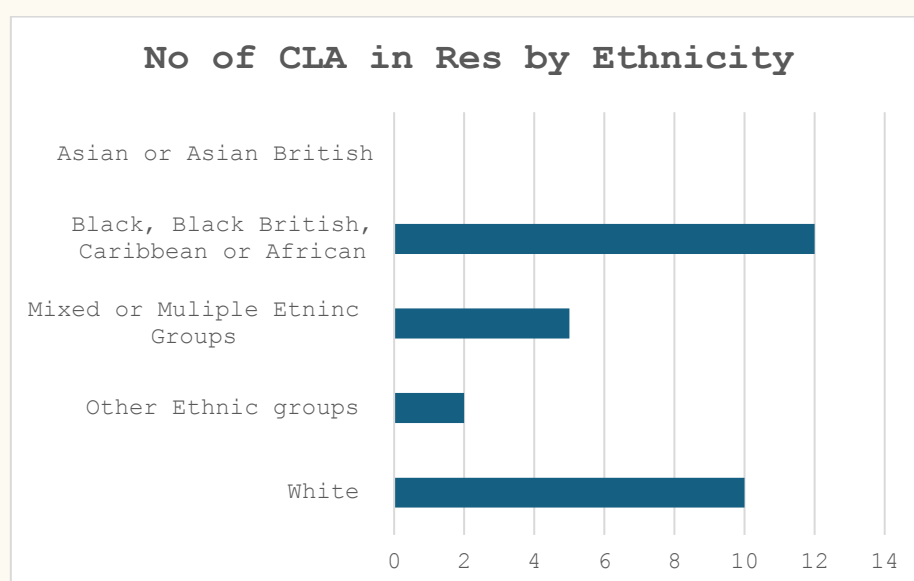
¹¹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicity)



Reported ethnicity data shows that the highest proportion of CLA in Haringey as of the January 2025, was from Black, Black British, Caribbean or African ethnicities, with this group making up 42% of placements. The next highest groups were White, at 24% and Mixed or multiple ethnic groups at 23%.

Fig 12 below demonstrates that CLA who are from Black, Black British, Caribbean or African and white ethnicities are placed in residential children's homes. The average percentage is a total of 9.6% from Black, Black British, Caribbean or African and white ethnicities.

Fig 12: Number of CLA in Residential homes by Ethnicity



Potential Impacts

Black, Black British, Caribbean or African and white ethnicities are overrepresented in the CLA population. Commissioning of children's homes is anticipated to have a positive impact by ensuring the homes are able to support the cultural needs of CLA. Providers joining the framework will need to meet the accreditation criteria and before a placement is confirmed they will be evaluated and chosen based on their ability to support the cultural needs of this overrepresented CLA leading to a more inclusive and supportive environment.

4g. Religion or belief

Data

Borough Profile ¹²

- 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

Data is not held on CLA religion.

Potential Impacts

It is anticipated that this will not disproportionately affect CLA of different religions that are placed in residential homes.

4h. Sex

Data

Borough profile ¹³

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

Target Population Profile

313 Children in Care

Fig 6: Number of CLA by Gender

****Source Liquidlogic****

¹² Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/religiousandethnicgroups/bulletins/census2021/religion)

¹³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/bulletins/census2021/genderidentity)

There were more male children than female CLA with males making up 59% of placements

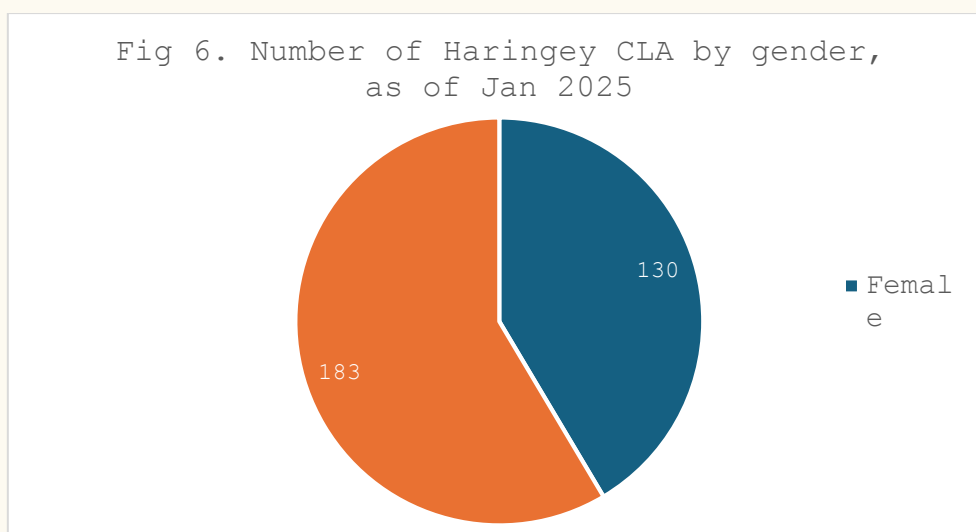
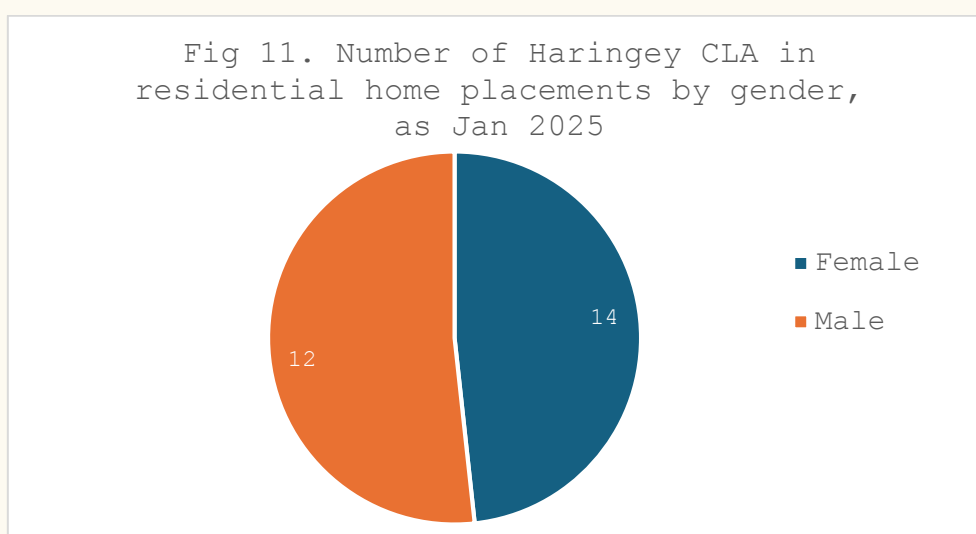


Fig 11: Gender of CLA in Residential homes



The profile of the CLA population illustrated that males made up 59% of the population, however when compared to the gender breakdown in residential homes this was not much difference in the numbers – only 2 more male than female.

The data illustrates 41% of CLA are female and 48% of CLA placed in residential homes are female. Therefore, there is a small overrepresentation of females amongst CLA who are placed in residential homes.

Potential Impacts

This decision is anticipated to have a neutral impact on female CLA because they are placed in accommodation based on assessed need and there is no proposed change to the service provision.

4i. Sexual Orientation

Data

Borough profile ¹⁴

- 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

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents.

The sexual orientation of CLA is not recorded.

Potential Impacts

It is not anticipated that the provisions will disproportionately affect children of different sexual orientations.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁵
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁶
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁷

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁸
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁹

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

¹⁵ ONS – [ONS Claimant Count](https://ons.gov.uk/people-and-population/population-and-demography/articles/sexual-orientation-england-and-wales-2021)

¹⁶ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/universal-credit-statistics)

¹⁷ 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](https://ons.gov.uk/people-and-population/population-and-demography/articles/sexual-orientation-england-and-wales-2021)

¹⁸ DfE – [GCSE attainment and progress 8 scores](https://www.gov.uk/government/statistics/gcse-attainment-and-progress-8-scores)

¹⁹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](https://www.local.gov.uk/data-and-reports)

- 5.0% were qualified to level one only²⁰

Area Deprivation

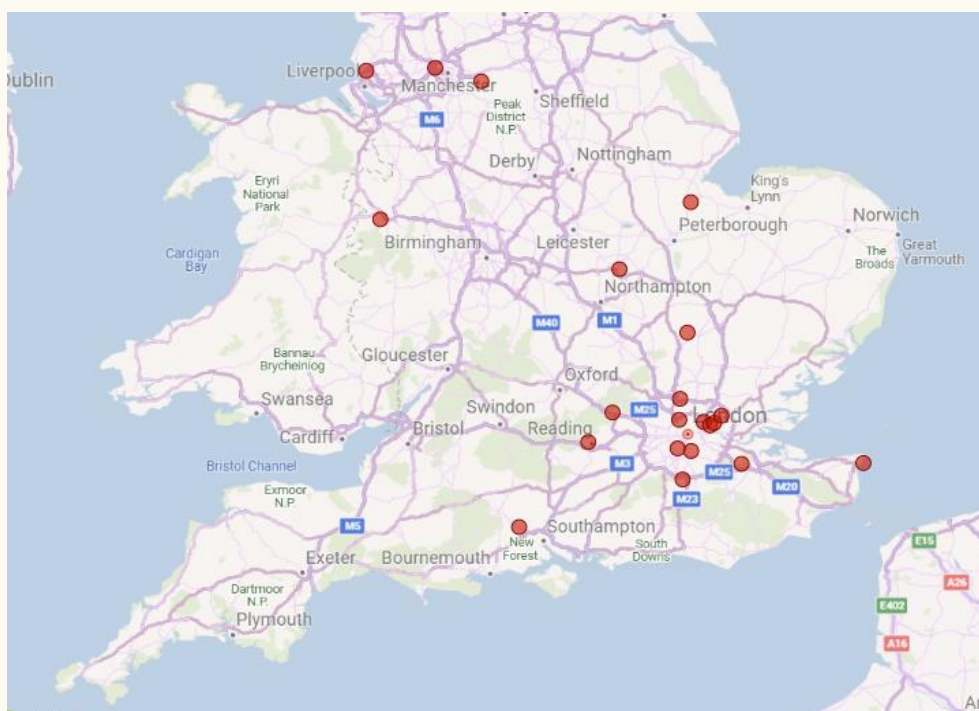
Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.²¹

Target Population Profile

316 Children in Care

Table 10 gives an indication of the number of children in care placed in residential homes accommodated within 20 miles of the Borough and 20 miles outside of the Borough. Children in care needs are taken into account when sourcing placements and due to the risk of keeping children safe and also the sufficiency of placements there is sometimes a need to place children outside of the Borough. Providers would be required to provide a risk location assessment, and this will support with the decision-making process.

Table 10 Map of CLA Residential Placements

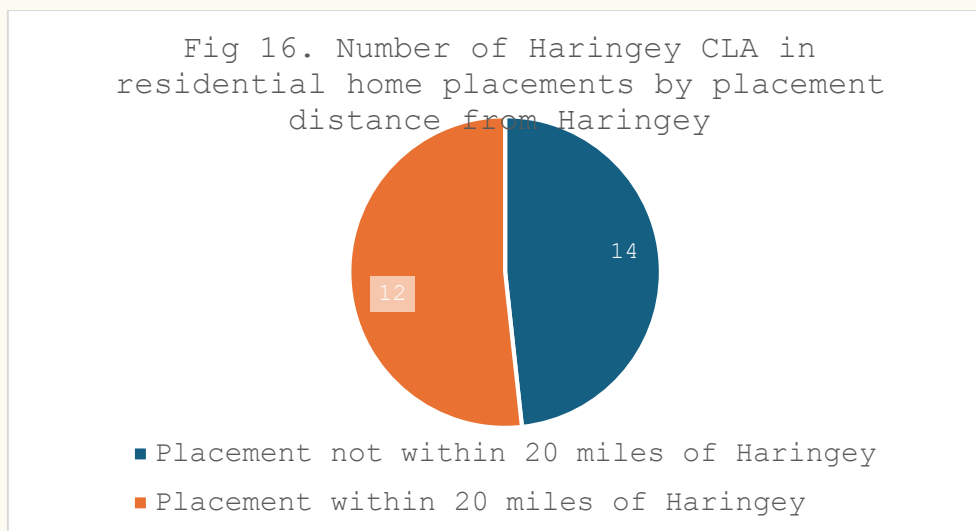


There is an almost even split between the number of placements within or outside of a 20-mile radius of Haringey

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](https://www.local.gov.uk/data-reports)

²¹ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/english-indices-of-deprivation-2019)

Fig 16 : Placement distance to Haringey



Potential Impacts

This provision is not anticipated to impact on CLA based on Socioeconomic Status. The council does not collect data on previous financial situation as this cohort are children in care and as corporate parents the council is financially responsible for CLA. The council has savings policy to ensure savings are in place for CLA, saving for the future of CLA and supporting the financial education and planning forms part of the discharge of duties.

5. Key Impacts Summary

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

The data illustrates that Black, Black other, African and Caribbean, backgrounds are overrepresented in the CLA population and are the highest ethnicity placed in residential homes compared to other ethnic groups. Additionally, there are 29 CLA placed in residential homes of which 14 CLA had child disability/illness recorded as primary need. The data illustrates that a high number (48%) of CLA with a primary need of child disability/illness are placed in residential homes. This suggests that children with disabilities or illnesses might face unique challenges that make residential care a more common placement for them. These challenges could include specialized care needs which might not be available in other homes and challenges in finding suitable other arrangements such as fostering leading to a higher reliance on residential care

There is an even split of males and females however when compared to the CLA population, females are overrepresented within residential homes.

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 on CLA religion and recording and monitoring of gender reassignment. These will be addressed with the new Liquidlogic system and better recording of religious faith and transgender identities.

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

The Children Act 1989 and the Children and Young Person Act 2008 which places a sufficiency duty on local authorities to secure accommodation for children in their care, stating “the Local Authority must take steps to secure, as far as is reasonably practicable, sufficient accommodation within the Authority’s area boundaries which meets the needs of children that the local authority is looking after and whose circumstances are such that it would be consistent with their welfare for them to be provided with accommodation that is in the local authority’s area”.

Commissioning of residential homes will support the council to be compliant with our statutory duty. Providers will be subject to quality assurance visits to ensure the standard of accommodation, location and support provided meets the councils' expectations. The council will be working in partnership with homes registered in Haringey to develop a Haringey first offer to support CLA to be placed closer to the Borough where this meets CLA needs.

7. Amendments and mitigations

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

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.

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?

The service will continue to ensure robust monitoring of provider, placing CLA closer to home where possible improve data monitoring on systems.

Lead officer: Pauline Simpson

8. Ongoing monitoring

No ongoing monitoring is planned.

9. Authorisation

EQIA approved by (Assistant Director/ Director)

Caroline Brain

Date

30/04/2025

10. 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.