

# Equality Impact Assessment (EQIA): Haringey Youth Strategy

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:	Youth Strategy 2025 - 2030
Service Area:	Early Help Prevention & SEND
Officer Completing Assessment:	Simone Common
Equalities Advisor:	Guy Latham
Cabinet meeting date (if applicable):	17 June 2025
Director/Assistant Director	Jackie Difolco

## 2. Executive summary

The **Haringey Youth Strategy 2025–2030** is a borough-wide strategic framework designed to improve outcomes for young people aged **11–25**. Its core aims are to provide **safe, inclusive spaces**, improve access to **targeted support**, and strengthen opportunities for **participation, skills development, and wellbeing**. The decision in question involves the **adoption and implementation** of this strategy, which will guide future investment, service design, and youth engagement activity across the borough.

The strategy represents a **change from fragmented youth service provision to a coordinated, inclusive, and borough-wide offer** that addresses social inequalities, youth vulnerability, and barriers to access—particularly in the **east of the borough**, where need is highest.

### Results of Equality Impact Analysis:

The strategy is likely to have **positive equality impacts across all protected characteristics**, particularly for:

- Young people from **Black and other ethnic minority** backgrounds (addressing disproportionality in violence and exclusion)
- Young people with **SEND** (through tailored services and youth voice representation)
- **Females**, especially in relation to safety and violence prevention
- **LGBTQ+ youth** and those from **low-income backgrounds**, though improvements in targeted support and representation are needed.

**No direct or indirect discrimination** was identified, but some **data and engagement gaps** were noted, particularly for:

- **LGBTQ+ youth**
- **Young people of faith**
- **Gypsy, Roma and Traveller** communities and young migrants/asylum seekers

#### **Mitigations:**

To minimise any potential negative or missed impacts, the strategy will be adjusted to include:

- Disaggregated equality monitoring
- Inclusive youth co-production practices
- Training for staff in cultural competence and LGBTQ+ inclusion
- Ongoing representation of protected groups in governance (e.g. Youth Council)

#### **Next Steps:**

- The strategy will be **formally reviewed at midpoint (2027)** and again in 2030, with **early review mechanisms** in place if disproportionate impacts emerge
- An **implementation plan** will detail specific actions, responsibilities, and timescales for inclusive delivery
- **Ongoing engagement and co-production** will be maintained through youth panels, VCS partnerships, and community outreach
- The **EQIA will be refreshed as part of the midpoint strategy review**, or earlier if significant service changes are proposed.

The Youth Strategy positions Haringey to advance equality, reduce youth vulnerability, and ensure that all young people have a voice and access to the opportunities they need to thrive.

## **2. 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 development of the Haringey Youth Strategy 2025–2030 was heavily informed by wide-ranging consultation and engagement with young people, parents/carers, voluntary and community sector (VCS) organisations, and strategic partners. These engagement activities were designed to be inclusive, ensuring the voices of young people from a wide range of protected groups were heard. Key elements of the approach included:

- **Targeted focus groups and workshops** involving underrepresented and vulnerable groups, such as young people with SEND (via Elevated Youth Haringey), care leavers (via Aspire), and young carers.
- **Inclusive survey design**, with tailored questions for young people, parents/carers, and VCS groups, promoted via schools, youth panels, social media, and community networks.
- **Use of ambassadors** from the Youth Panel and wider youth participation groups to promote participation among peers, including those with lived experience of protected characteristics.
- **Accessible formats** for young people with disabilities or neurodivergent needs, and efforts to meet young people “where they are” (e.g. in schools, youth hubs, and community spaces).
- Recognition of **socioeconomic status as a local protected characteristic**, with focused outreach to young people in more deprived parts of the borough (particularly the east), where youth provision and engagement were historically limited.

This inclusive engagement framework directly informs the Equality Impact Assessment by highlighting the barriers, priorities and needs of protected groups, ensuring that the final strategy addresses inequality and does not exacerbate existing disparities.

### **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**

Key findings from the engagement process that relate to protected characteristics include:

- **Disability/SEND:** Young people with SEND expressed mixed satisfaction with local youth services—32.3% said services met their needs, while 22.6% said they did not. This identified a need to improve the accessibility, visibility, and inclusivity of services for disabled young people.
- **Race/Ethnicity:** Disproportionate concerns were raised by young people from ethnic minority backgrounds regarding gang activity, personal safety, and limited access to safe spaces. Black Caribbean and Black African young people are overrepresented in serious youth violence statistics and are more likely to be impacted by school exclusion.
- **Sex:** Female participants highlighted safety concerns, particularly in public spaces and when travelling. There was a notable demand for youth services that address violence against women and girls.
- **Socioeconomic status:** Cost was frequently cited as a barrier to participation, especially among respondents from more deprived areas. Young people living in poverty or in insecure housing were also more likely to report low satisfaction with life and limited access to outdoor space and healthy food.
- **Sexual orientation and gender identity:** Although explicit feedback from LGBTQ+ young people was limited in the data provided, the strategy acknowledges the vulnerability of these groups—particularly in relation to youth homelessness, where 25% of youth homeless are LGBTQ+.
- **Religion/Faith:** While not directly referenced in the engagement results, the emphasis on cultural diversity and safe, inclusive spaces supports the need for services that respect diverse religious and cultural needs.
- **Age:** Engagement included a broad age range (including 12–25 year-olds), with younger children involved through school workshops and older youth contributing via the Youth Panel, Aspire, and Project Futures.

These findings informed key strategy recommendations around targeted support, inclusive youth hubs, accessible communications, and the development of a Youth Council to promote civic participation among underrepresented groups.

## **4. Data and Impact Analysis**

**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%)

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

## Target

## Population

## Profile:

The

strategy is targeted at young people aged **11–25**, including statutory youth (13–19) and extended support for those aged **up to 25 with SEND**.

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

- **Haringey Youth Strategy 2025–2030** Needs Assessment
- Youth survey responses and focus group engagement across age groups (10–25)
- Targeted consultations (Tottenham Voices, Wood Green Voices, Youth Panel)
- Youth Panel membership and participation initiatives
- Mapping of youth services by age eligibility

## 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?**

### a) Disproportionate Impact due to Overrepresentation:

Yes. Young people are a focus of this strategy because they are both a **large and growing group** and face **disproportionate levels of need**, especially in the east of the borough. Young people are overrepresented in:

- **Low satisfaction with life**, particularly for those under 18
- **Barriers to participation** in community life and activities
- Risks such as **exclusion, violence, mental health concerns, and poverty**

### b) Disproportionate Impact due to Age-related Needs:

Yes. Young people require:

- **Safe, welcoming places** for socialisation and learning
- **Tailored support** during key life transitions (e.g. leaving school, care, or entering employment)
- Early intervention services and peer-based support

## Potential Impacts

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

- **Positive Impacts:**
- The Haringey Youth Strategy 2025–2030 is explicitly designed to meet the needs of young people aged 11–25, and its implementation is expected to bring about several tangible improvements in their lives:
- **Improved Access to Services:**  
The strategy introduces a borough-wide, coordinated youth offer that replaces previously fragmented provision. This means young people will have clearer, more consistent access to services regardless of where they live. The development of inclusive youth hubs—particularly in underserved areas like Bruce Grove and Wood Green—will reduce geographic and economic barriers to participation.
- **Increased Awareness and Visibility of Opportunities:**  
A centralised youth offer directory and enhanced outreach (including digital and in-person methods) will help young people better understand what services are available to them. This is particularly important for those who previously reported not knowing where or how to access support.

- **Tailored Support Across Life Stages:**  
strategy recognises that the needs of a 12-year-old differ significantly from those of a 24-year-old. It includes age-appropriate programming and support, such as early intervention for younger teens, and employment and skills development for older youth transitioning into adulthood.
- **Greater Participation and Voice:**  
Through structures like the Youth Panel and the planned Youth Council, young people will have more opportunities to shape the services they use. This participatory approach ensures that services remain relevant and responsive to the evolving needs of different age groups.
- **Enhanced Safety and Wellbeing:**  
By providing safe, supervised spaces during vulnerable hours (especially after school), the strategy aims to reduce young people's exposure to risks such as violence, exploitation, and social isolation. This is particularly impactful for younger teens who may lack safe places to go after school.
- **Neutral Impacts:**
- The strategy is not designed for older adults and does not directly impact them. However, it does not reduce or remove services for other age groups, and may indirectly benefit families and communities through improved youth engagement and reduced antisocial behaviour.
- **Potential Negative Impacts (and Mitigations):**
- **Risk of Inconsistent Age-Appropriate Delivery:**  
While the strategy is age-focused, there is a risk that services may not always be tailored effectively across the full 11–25 age range. For example, younger teens may find some services too mature, while older youth may find them too basic.
- **Mitigation:**  
The implementation plan will include age-specific service design, staff training, and feedback loops to ensure that programming is developmentally appropriate. Youth voice structures will also help flag any mismatches in service relevance.
- **Digital Exclusion for Younger or More Vulnerable Youth:**  
While digital tools will improve access for many, some younger or disadvantaged youth may lack the digital literacy or resources to engage online.
- **Mitigation:**  
The strategy includes in-person outreach, school-based engagement, and mobile youth services to ensure no group is left behind due to digital barriers.

## 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

Young people with SEND and disabilities aged 11-25, including those with physical, learning, and mental health conditions.

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

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

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

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



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

- Youth survey responses, including 12.8% of respondents identifying as having SEND
- Focused input from **Elevated Youth** (SEND youth voice group)
- Service inclusion efforts (e.g. **#ActuallyHaringey**, SEND-specific mentoring, Supported Internships)
- Strategy's emphasis on accessibility and inclusive design

**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?**

**a) Disproportionate Impact due to Overrepresentation:**

Yes. The strategy notes that **young people with SEND are more likely to face service barriers**, and are overrepresented among:

- **NEET young people**
- Those reporting youth services do **not meet their needs (22.6%)** or who are unsure (45.2%)
- Populations at risk of **isolation and digital exclusion**

**b) Disproportionate Impact due to Disability-related Needs:**

Yes. These include:

- **Accessible environments**
- **Specialist support** and mentoring
- **Tailored communication and engagement formats**

**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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- **Positive Impacts:**
- The Haringey Youth Strategy 2025–2030 is expected to have a significant positive impact on young people with Special Educational Needs and Disabilities (SEND) by addressing long-standing barriers to access, inclusion, and participation. Key anticipated impacts include:
- **Improved Access to Tailored Services:**  
The strategy embeds dedicated SEND services and inclusive design principles, which will make youth provision more accessible to young people with a range of physical, learning, and neurodivergent needs. This includes adjustments to physical environments, communication formats, and programme delivery.
- **Greater Representation and Voice:**  
Through initiatives like Elevated Youth (SEND youth voice group), young people with SEND will have more opportunities to influence service design and delivery. This is likely to increase their sense of agency, belonging, and satisfaction with local services.
- **Reduction in Social Isolation:**  
By creating inclusive, welcoming spaces and peer-led activities, the strategy aims to reduce the isolation often experienced by young people with SEND. This can lead to improved mental health, confidence, and social skills.
- **Better Transitions and Life Outcomes:**  
The strategy supports smoother transitions from adolescence to adulthood through supported

internships, mentoring, and employment pathways tailored to young people SEND. This is expected to improve long-term outcomes in education, employment, and independent living.

- **Increased Awareness and Staff Competence:**

Training in inclusive practice and cultural competence for youth workers will help ensure that staff are better equipped to support young people with SEND, reducing the risk of exclusion or misunderstanding in service settings.

- **Neutral Impacts:**

- The strategy does not reduce or remove services for young people without SEND. Its inclusive approach benefits all users while ensuring that those with additional needs receive appropriate support.

- **Potential Negative Impacts (and Mitigations):**

- **Risk of Inconsistent Implementation:**

If inclusive practices are not applied consistently across all youth services, some young people with SEND may continue to face barriers.

- **Mitigation:**

The strategy includes plans for staff training, service audits, and youth-led feedback mechanisms to monitor and improve consistency. Services will be required to demonstrate inclusive design and delivery as part of funding and evaluation processes.

- **Risk of Under-Resourcing Specialist Support:**

Without adequate investment, specialist services (e.g. one-to-one mentoring, accessible transport) may be limited.

- **Mitigation:**

The implementation plan will prioritise resource allocation for high-need groups, and partnerships with the voluntary and community sector (VCS) will be leveraged to extend reach and capacity.

#### 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

Trans and gender-diverse young people within the 11–25 age range, though not separately enumerated.

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

- Engagement input from young people, including indirect references to LGBTQ+ inclusion needs
- Recognition of LGBTQ+ youth overrepresentation in **youth homelessness**
- Strategy commitments to **safe, welcoming spaces** and **inclusive service design**
- Participation structures open to underrepresented voices

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?**

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

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

**a) Disproportionate Impact due to Overrepresentation:**

Yes. Though a small proportion of the youth population, trans young people are:

- Overrepresented in **homelessness, mental health crisis, and social isolation**
- Often face barriers to safe participation in public or group settings

**b) Disproportionate Impact due to Characteristic-Related Needs:**

Yes. Needs include:

- Affirming, non-judgemental environments
- Staff trained in **LGBTQ+ inclusive practices**
- Protection from harassment and misgendering

**Potential Impacts**

- **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**
- **Positive Impacts:**
- The strategy's commitment to inclusive youth hubs and youth participation frameworks is expected to have a meaningful and affirming impact on trans and gender-diverse young people. These impacts include:
- **Promoting Belonging and Visibility:**  
By creating spaces where all identities are respected and represented, the strategy helps trans young people feel seen, valued, and safe. This sense of belonging can reduce feelings of isolation, improve mental wellbeing, and increase confidence in engaging with services and peers. Visibility—through inclusive language, representation in youth leadership, and staff awareness—can also validate trans identities and foster a more inclusive culture among all young people.
- **Encouraging Participation and Leadership:**  
Youth participation structures such as the Youth Panel and future Youth Council offer trans young people opportunities to shape services and advocate for their needs. This can empower them, build leadership skills, and ensure that services reflect diverse lived experiences.
- **Reducing Stigma and Discrimination:**  
Inclusive environments help challenge stereotypes and reduce the risk of bullying or harassment. When trans youth are visible and included, it fosters understanding and acceptance among peers, contributing to safer and more cohesive communities.
- **Neutral Impacts:**
- The strategy is open to all young people regardless of gender identity. It does not exclude any group and aims to be universally accessible.
- **Potential Negative Impacts (and Mitigations):**
- **Risk: Lack of Specific Services or Staff Training**  
Without dedicated services or sufficient staff training, trans young people may still encounter misgendering, lack of understanding, or feel that their needs are not fully met.
- **Mitigations:**
- **Signposting to Specialist Services:**  
Where in-house provision is limited, the strategy can include clear signposting to external organisations that specialise in supporting trans youth (e.g. gender identity clinics, LGBTQ+ charities, peer support groups), even if these are not council-run or based in Haringey.
- **Training and Awareness:**  
Youth service staff can be directed to free or low-cost training resources on gender identity and



inclusion (e.g. from Stonewall, Mermaids, or the Proud Trust). This ensures that even with limited budgets, staff can build the competence needed to support trans young people effectively.

- **Embedding Inclusive Practice:**

Inclusive policies, pronoun use, and visual cues (e.g. posters, badges, gender-neutral facilities) can help trans youth feel welcome without requiring separate services. These small but visible actions can have a significant impact on comfort and trust.

- **Monitoring and Feedback:**

Regular feedback from LGBTQ+ youth, including trans participants, can help identify gaps in service delivery and inform continuous improvement. This ensures that the strategy remains responsive to emerging needs.

#### 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

Young people aged 11–25 are highly unlikely to be married or in civil partnerships.

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

- Strategy scope and definition of youth cohort (11–25)
- No direct reference to marital or civil partnership status in strategy content

Detail the findings of the data.

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

#### a) Disproportionate Impact due to Overrepresentation:

No. This age group is **not overrepresented** in terms of marital or civil partnership status.

#### b) Disproportionate Impact due to Characteristic-Related Need:

No. There is no evidence or reference in the strategy indicating that marital or partnership status influences youth service access or outcomes.

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

- **Neutral:** Strategy neither discriminates against nor directly supports this characteristic
- **Negative:** None identified
- **Safeguarding caveat:** In rare cases where early marriage may present safeguarding concerns, these are addressed through existing frameworks

#### 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.

##### **Data**

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

Live Births in Haringey 2021: 3,376

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

The strategy targets young people aged **11–25**, a cohort that may include:

- Teenage girls who are **pregnant or young mothers**
- Young fathers
- Young women in the **postnatal period** (within 26 weeks after birth)

While the strategy does not provide a specific breakdown of how many young people in this group are pregnant or parenting, it acknowledges the need for **targeted support** for young people who face additional barriers — which would include young parents or those expecting.

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

**Youth Strategy 2025–2030**, including:

- Targeted youth support services
- Early Help Strategy integration
- Family Hubs provision
- Qualitative engagement with young people
- Health and wellbeing themes (including access to mental and physical health support)

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?**

##### **a) Disproportionate Impact due to Overrepresentation**

No overrepresentation is explicitly identified within the Youth Strategy. However, it recognises that **young people experiencing vulnerability** (including those with caring responsibilities or at risk of disengagement

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

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

from education/work) are more likely to require targeted support — which would apply to **pregnant teenagers and young parents**. These individuals are often at risk of **social isolation, interrupted education, and poorer health outcomes**, indicating they may benefit more from specific youth-focused services.

#### b) Disproportionate Impact due to Characteristic-Related Need

Yes. Young people who are pregnant or parenting may have:

- **Higher health and wellbeing needs**, including access to emotional and mental health support
- Greater **risk of exclusion from education or employment**
- Barriers to participation in mainstream youth activities due to **childcare, stigma, or confidence**
- Need for **early intervention and wraparound support**

The strategy supports these needs through:

- Integration with the **Early Help Strategy**, which prioritises parenting support, safeguarding, and targeted interventions
- Use of **Family Hubs**, which offer support from pregnancy through to young adulthood
- A focus on **inclusive, safe spaces** and engagement pathways, enabling flexible access to services

#### Potential Impacts

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

- **Positive:**

- Young parents or pregnant teens can benefit from **targeted early help**, parenting support and youth-friendly health services available through Family Hubs and youth hubs
- Strategy commitments to **safe, inclusive environments** may reduce stigma and promote participation
- Emphasis on supporting transitions into adulthood includes **education and employment pathways**, which are key for young parents

- **Neutral:**

- There are **no known negative policy implications**, but there is **no specific reference to pregnant or parenting young people**, suggesting that services may be beneficial only where inclusivity is actively implemented

#### Negative (Potential Risk) – Expanded (Pregnancy and Maternity)

- **Risk of Invisibility in Monitoring and Evaluation:**

Without explicit service design or data tracking for pregnant teenagers and young parents, their experiences may remain **invisible** in monitoring and evaluation processes. This invisibility can lead to a lack of understanding about their specific needs, resulting in services that unintentionally overlook or inadequately support this group.

- **Impact on Future Service Design:**

If the needs of young parents are not captured through data or feedback, future service planning may fail to allocate appropriate resources or design inclusive programmes. This could perpetuate barriers such as stigma, lack of childcare support, or limited access to flexible services—ultimately disadvantaging young parents and reducing their engagement with youth provision.

- **Mitigation Strategies:**

- **Staff Awareness and Training:**

Even if young parents are not explicitly referenced in every service design, staff will be supported to recognise and respond to their needs through standard training and learning and

development (L&D) frameworks. This includes awareness of the challenges young parents face and how to offer appropriate signposting and support.

- **Use of Existing Frameworks:**  
The strategy's integration with Family Hubs and the Early Help Strategy ensures that young parents can still access wraparound support, including parenting advice, mental health services, and pathways into education or employment. These frameworks are designed to be flexible and inclusive, even if not youth-specific.
- **Targeted Signposting:**  
Where council services are not tailored to young parents, staff can signpost individuals to external or specialist services (e.g. parenting groups, young mums' networks, or health visitor programmes), ensuring that support is still accessible.
- **Future Inclusion in Monitoring:**  
The development of the impact measurement framework will include a review of how to better capture the experiences of young parents. This may involve adding relevant questions to youth surveys, collecting anonymised case studies, or engaging directly with young parents through co-production activities.

#### 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%

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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/ethnicgroup)

- Roma: 0.8%
- Other White: 22.1%

## Target Population Profile

The Youth Strategy targets young people aged **11–25**, a group that is **ethnically diverse**, particularly in the **east of the borough** where youth population density is highest.

While the exact racial breakdown of the youth cohort is not specified in the strategy, local and national data (referenced within the strategy) confirms **significant representation of young people from ethnic minority backgrounds in key risk indicators**, including serious youth violence, school exclusion, and youth justice contact. (Please see the section marked '**Disproportionate Impact due to Overrepresentation**').

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

- **Youth Strategy 2025–2030** – including mapping of youth services and needs assessment
- **Young People at Risk Strategy Evidence Base** (embedded in the Youth Strategy)
- **Health-Related Behaviour Survey 2023/24** – identifying racial disparities in access and outcomes
- **Youth engagement feedback** from Borough Vision, Tottenham Voices, and Wood Green Voices
- **Local Offer mapping**, including service targeting in areas of higher ethnic diversity
- Youth Strategy's **acknowledgement of structural inequalities and disproportionality**

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?

### a) Disproportionate Impact due to Overrepresentation

Yes. The strategy identifies that **young Black people—particularly of Caribbean and African heritage—are significantly overrepresented** in:

- **Serious youth violence victims**: 36% are Black, despite comprising 25% of 10–19s
- **Youth justice statistics**, exclusions, and stop-and-search incidents
- Areas of **highest deprivation** in the borough, particularly in Tottenham and Wood Green

Young people from **ethnic minority groups** were also more likely to report:

- Fears about **gangs and community safety**
- Limited access to **outdoor space**
- Less awareness or engagement with youth services, per the consultation feedback

This indicates a **disproportionately high need and impact** for this group, requiring targeted and culturally sensitive provision.

### b) Disproportionate Impact due to Race-related Needs

Yes. The strategy acknowledges that:

- Certain ethnic communities (e.g. **Somali**) may face **cultural barriers** or underrepresentation in service design
- Racism, structural disadvantage, and mistrust in institutions **undermine participation and wellbeing**
- There is a need for **targeted interventions** in areas with high ethnic minority populations, particularly after-school provision (3–6pm), to reduce risk exposure

Efforts to meet these needs include:

- **Targeted youth support and hubs** in ethnically diverse areas
- A commitment to **inclusive engagement** and youth voice
- Building a **diverse youth workforce** and encouraging **peer-led participation**
- Inclusion of cultural and identity-based programmes via arts, mentoring, and safe spaces

### Potential Impacts

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

- **Positive:**

- The strategy aims to **tackle racial disproportionality** through targeted provision, particularly in response to serious youth violence
- Enhanced access to safe youth hubs in ethnically diverse areas, such as **Bruce Grove and Project 2020**
- Opportunities to amplify **youth voice** in civic life and culturally relevant programming (e.g. through London Borough of Culture 2027)

- **Neutral:**

- No provisions reduce services for any racial or ethnic group; emphasis is on inclusivity and equity

- **Negative (risks if unaddressed):**

- If culturally responsive delivery is not implemented consistently, some ethnic minority youth may **remain disengaged**
- **Lack of disaggregated impact monitoring** by ethnicity may prevent tracking progress on closing racial gaps. This will be addressed as part of the development of the impact framework/measurement.

### 4g. Religion or belief

#### Data

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

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%

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



- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

### Target Population Profile

While the strategy does not provide a detailed religious breakdown of the 11–25 age group, Haringey is a **religiously diverse borough**, with significant Christian, Muslim, Jewish, and non-religious populations. The strategy's focus on the east of the borough — where a large proportion of **Muslim** and **other faith-based communities** live — indicates that many young people accessing services will belong to a faith group.

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

- Mapping and geographic analysis of youth service access
- Engagement findings (e.g. from Tottenham Voices, Bruce Grove consultation)
- Inclusion of cultural diversity as a strategic theme in the **Arts and Culture Strategy 2024–2028** (referenced within the Youth Strategy)
- Recognition of the need for targeted provision for specific communities (e.g. Somali community)
- Commitments to **inclusive, accessible, and culturally responsive services**

### Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).
- **Positive:**
  - The strategy promotes **inclusive and culturally sensitive provision**, especially in youth hubs and creative programmes
  - Emphasis on **safe spaces** ensures that young people of all faiths can participate without fear of discrimination
  - **Community-led provision** by VCS partners may allow more faith-informed or culturally appropriate activities to take place
  - **Flexibility in engagement methods** (e.g. school-based consultations, youth-led input) allows faith-based considerations (e.g. prayer times, fasting periods) to be accommodated in programme design
- **Neutral:**
  - The strategy **does not reference any single faith** group directly in service delivery, aiming instead for broad inclusivity
  - Services are not faith-specific but are designed to be **accessible across belief systems**
- **Negative (risks if unaddressed):**
  - Without explicit consideration, **faith-related needs (e.g. dietary requirements, space for prayer, gender-specific sessions)** may be overlooked in service planning
  - The absence of **disaggregated data** on religion or belief in youth service usage may limit the ability to **monitor differential access or satisfaction**

Overall, the strategy is **well-positioned to support religious inclusion** through general commitments to diversity, equity and community collaboration — but this impact will depend on effective implementation and ongoing consultation with young people of all faiths.

#### 4h. Sex

##### Data

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

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

##### Target Population Profile

The strategy targets young people aged 11–25, who are expected to mirror the borough-wide sex profile:

- Approximately **51.8% female, 48.2% male**

While disaggregated youth-specific sex data is not provided in the strategy, it includes findings and policy commitments that reflect **sex-specific experiences and risks**.

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

- Borough Vision and local engagement findings (e.g. Tottenham Voices, Wood Green Voices, Bruce Grove consultation)
- Health-Related Behaviour Survey 2023/24
- Young People at Risk Strategy Evidence Base (referenced within the Youth Strategy)
- Mapping of youth service provision and risk indicators
- Strategy commitments to tackling **violence against women and girls**, promoting **safety**, and ensuring **gender-inclusive youth hubs**

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?

##### a) Disproportionate Impact due to Overrepresentation

There is **no overrepresentation in population terms** of either sex in the youth cohort. However, **males and females experience different types of risk and barriers**, which makes **sex a relevant factor** in the impact of the strategy.

- **Males** (especially young Black males) are overrepresented in:
  - **Serious youth violence** (75% of victims are male)
  - School exclusions and contact with youth justice services
- **Females** more frequently report:
  - **Concerns about personal safety**, particularly around gang activity and harassment
  - Experiences related to **violence against women and girls (VAWG)**, which was raised as a priority in youth engagement
  - **Lower levels of participation** in some public or mixed-gender spaces due to safety concerns

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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://ons.gov.uk/people-and-population/census2021)

## b) Disproportionate Impact due to Characteristic-Related Needs

Yes. Sex-specific needs are acknowledged and partially addressed:

- The strategy commits to **providing safe spaces** and after-school services that account for safety concerns, including those of girls and young women
- It supports **targeted interventions** for young people at risk, which include projects for girls
- Engagement highlighted that **young women want more social and cultural activities** in safe, female-friendly environments
- The Youth Strategy aligns with the **Community Safety Strategy's** aims to reduce youth violence, including **VAWG**, and improve responses to victims

## Potential Impacts

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

### • Positive:

- Increased access to **safe youth hubs** and sex-informed programmes
- Commitment to **addressing safety** and **supporting vulnerable young women**
- Opportunity to address the **overrepresentation of young men in violence and exclusion statistics** through targeted youth work and early intervention
- Civic participation structures (Youth Panel, Youth Council) open to all sexes and gender identities, encouraging equal voice and leadership

### • Neutral:

- The strategy **does not exclude either sex** and does not privilege one over the other in access to services

### • Negative (risks if unaddressed):

- If sex-specific concerns (e.g. **VAWG**, or lack of female representation in leadership structures) are not actively implemented in delivery, the positive intentions of the strategy may **fail to translate into real impact**
- A lack of **sex-disaggregated monitoring data** may limit visibility into uptake and satisfaction across gender

## 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

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<sup>14</sup> Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender/articles/sexualorientationinenglandandwales/2021)

The strategy targets young people aged **11–25**, a group that includes individuals who identify as **LGBTQ+**, though no specific proportion is given. The strategy does reference national data, noting that **LGBTQ+ young people are overrepresented in youth homelessness** (estimated at **25% of all youth homeless** nationally), and that **mental health vulnerabilities** are higher in this group.

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

- Needs Assessment and consultation findings
- Targeted youth support themes (e.g. mental health, safe spaces, social inclusion)
- Emphasis on **LGBTQ+ inclusion in engagement** and support services
- Acknowledgement of youth homelessness and mental health risks faced by LGBTQ+ youth
- Participation and representation pathways (Youth Panel, future Youth Council)

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?

#### a) Disproportionate Impact due to Overrepresentation

Yes. While LGBTQ+ youth are a **minority in population terms**, they are **disproportionately affected by risk factors**, including:

- **Youth homelessness**
- **Mental health concerns**, including anxiety, self-harm, and suicidal ideation
- **Social exclusion** or lack of safe, affirming environments
- Potential experience of **bullying or harassment**, especially in public or group settings

The Youth Strategy acknowledges these patterns and identifies that LGBTQ+ young people are a **priority group** within targeted youth provision.

#### b) Disproportionate Impact due to Characteristic-Related Needs

Yes. LGBTQ+ young people may need:

- **Inclusive, affirming spaces** free from discrimination or harassment
- Youth workers trained in **LGBTQ+ awareness and support**
- **Mental health support** that accounts for identity-based stress
- A sense of visibility and **representation in leadership and participation structures**

While the strategy **does not detail specific services for LGBTQ+ youth**, it commits to:

- Making youth hubs **inclusive and welcoming**
- Building a **diverse youth workforce**
- **Co-designing services with young people**, ensuring underrepresented voices are included

#### Potential Impacts

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

- **Positive:**

- Strategy promotes **inclusive, welcoming spaces** for all young people, including LGBTQ+, which will reduce the barriers they face in accessing services.

- Opportunities for **civic engagement** and leadership through the Youth Panel and Youth Council. These platforms provide LGBTQ+ young people with structured opportunities to share their lived experiences, influence decision-making, and shape services that affect them and their peers. By participating in leadership roles, LGBTQ+ youth can build confidence, develop advocacy skills, and feel a greater sense of ownership and belonging within their community. This visibility not only empowers individuals but also helps challenge stigma and promote wider acceptance, contributing to a more inclusive environment across the borough.
- Emphasis on **targeted early help and mental health support** may benefit LGBTQ+ young people who experience higher rates of mental distress

- **Neutral:**

- Services are open to all young people regardless of orientation; there is no exclusion by design

- **Negative (risks if unaddressed):**

- **Lack of explicit mention** of LGBTQ+ needs in delivery plans may lead to inconsistent inclusion across providers
- **Absence of monitoring or data collection** on LGBTQ+ service access may prevent identification of gaps in access, satisfaction, or outcomes
- Without specific training for youth workers, **discrimination or lack of confidence** in supporting LGBTQ+ youth could persist in some settings

#### 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

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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 \(www.gov.uk\)](#)

The Youth Strategy targets young people aged **11–25**, with a strong focus on those facing **economic disadvantage**, especially in the **east of the borough** (e.g. Tottenham, Northumberland Park, Bruce Grove).

While exact percentages of economically disadvantaged youth in this cohort are not provided, the strategy consistently highlights **poverty, unemployment, and digital exclusion** as key barriers.

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

- **Haringey Youth Strategy 2025–2030**
- Strategy's **Needs Assessment** and borough mapping of services
- Engagement findings from **Tottenham Voices, Wood Green Voices, Bruce Grove consultation**, and Youth Panel
- Targeted themes including **youth poverty, NEET rates, access to healthy food and green spaces, digital exclusion**
- Integration with **Family Hubs, Early Help**, and wider place-based strategies

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?

#### a) Disproportionate Impact due to Overrepresentation

Yes. Young people from low-income households are overrepresented in the areas targeted by the Youth Strategy:

- **Higher rates of deprivation** are concentrated in the east, where **over 50% of LSOAs are in the bottom 20% nationally**
- The youth population in these areas is larger and more likely to experience:
  - **Unemployment or NEET status** (Haringey's NEET rate is 4.7% vs. 3.4% London average)
  - Limited access to **safe outdoor spaces** or **affordable extracurricular activities**
  - **Digital poverty**, affecting engagement and access to services
  - Lower awareness of available youth services, particularly in more deprived wards

#### b) Disproportionate Impact due to Socioeconomic-Related Needs

Yes. The strategy recognises that young people experiencing poverty face **compounded barriers** to engagement, wellbeing, and progression. It addresses these through:

- **Free and inclusive youth hubs**, including in under-served areas like Bruce Grove and Wood Green, including a mobile youth offer.
- A centralised, publicly available **youth offer directory**, improving visibility
- Early intervention via **Family Hubs**, linking families to employment, housing, and food support
- Focus on **skills, employment, and mentoring** to help young people move into meaningful work
- Plans for increased collaboration with **VCSE partners**, many of whom serve economically disadvantaged communities

#### Potential Impacts

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



- Strong alignment with need: the strategy **prioritises areas and populations experiencing the most economic disadvantage**
- Free and inclusive youth provision reduces **cost barriers** to participation
- Enhanced pathways into **education, employment, and training**
- Focus on **reducing risk exposure** during vulnerable after-school hours (3–6pm) in deprived areas
- Strategy delivery is **geographically targeted**, with hubs placed in areas of greatest need
- **Neutral:**
  - Strategy design ensures that economically disadvantaged youth benefit **without disadvantaging other groups**
- **Negative (risks if unaddressed):**
  - If investment is not sustained or targeted outreach is not robust, **disparities in access** may persist
  - Risk of **digital exclusion** if the online youth offer is not complemented by in-person outreach or support for non-digital users
  - Strategy lacks **granular impact monitoring** by income status, which could limit progress tracking

## 5. Key Impacts Summary

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

The Youth Strategy 2025–2030 is strongly aligned with the needs of Haringey's diverse youth population. Key findings from the strategy's data and engagement include:

- **Age:** Young people (11–25) are a priority group experiencing disproportionate barriers to wellbeing, employment, safety, and participation, especially in the east of the borough.
- **Disability:** Young people with SEND are less likely to report that services meet their needs, highlighting the importance of accessible and inclusive design, which the strategy addresses through tailored provision.
- **Race:** Young people from ethnic minority backgrounds are overrepresented in serious youth violence and exclusion data. The strategy's geographic and thematic focus supports addressing these disproportionalities.
- **Sex:** Female youth raised strong concerns about personal safety and VAWG. The strategy includes commitments to safer spaces and participation opportunities for girls.
- **Sexual Orientation & Gender Identity:** LGBTQ+ youth, while not always explicitly counted, are identified as high-risk in areas such as homelessness and mental health. The strategy's inclusive framing and safe spaces will benefit these groups if inclusivity is effectively implemented.
- **Socioeconomic Status:** Poverty is a major barrier for many young people. The strategy targets deprived areas, promotes free access, and strengthens early help and employment pathways.

### 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?

The strategy recognises that **multiple characteristics compound disadvantage**. Intersectional impacts include:

- **Young Black males** are disproportionately affected by school exclusion, youth violence, and over-policing. The strategy addresses this with targeted interventions, place-based services, and youth mentoring.
- **Young females from low-income backgrounds** face safety concerns, under-participation, and reduced access to social enrichment. Safe, free, inclusive youth spaces aim to mitigate this.
- **Young LGBTQ+ people with mental health needs** face social isolation and a lack of support. The strategy's inclusive approach and focus on mental wellbeing offer a foundation, though implementation must be strengthened.
- **Young people with SEND from deprived areas** may face overlapping barriers in access, confidence, and digital exclusion. The strategy supports this group through specialist services and Family Hubs.

The strategy is positioned to respond to intersectional disadvantage through integrated, flexible, and community-led provision — but success will depend on inclusive delivery and robust monitoring.

### 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

Although the strategy was shaped by extensive youth engagement, some **data and consultation gaps** remain:

- **Religion and belief** were not explicitly explored in engagement responses.
- **LGBTQ+ youth** were referenced as a vulnerable group, but specific consultation with this cohort was limited or not clearly reported.
- **Roma, Gypsy and Traveller youth**, and **young refugees or asylum seekers**, were not identified in the strategy despite being vulnerable to multiple disadvantages.
- **Quantitative disaggregation** of survey responses by race, gender identity, disability status, or income was not presented, limiting visibility into specific subgroup experiences.

**Next steps** to address these gaps include:

- Embedding **inclusive monitoring and evaluation frameworks** into the strategy's delivery
- **Targeted outreach and co-production** with underrepresented groups during implementation
- Ensuring youth participation structures (e.g. Youth Council) represent **diverse lived experiences**, including intersectional identities

## 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?

The **Haringey Youth Strategy 2025–2030** has a strong equality and inclusion focus and is likely to have a **positive overall impact** on people with protected characteristics. The strategy was developed with the explicit aim of reducing barriers, addressing inequality, and improving outcomes for Haringey's diverse youth population.

**1. Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?**

No. There is no evidence in the strategy of direct or indirect discrimination. Services are designed to be **inclusive, non-discriminatory**, and accessible to all young people aged 11–25. However, there are **risks** that certain needs (e.g. of LGBTQ+ youth, young parents, or young people of faith) could be **under-addressed if not implemented inclusively**. These risks can be mitigated through inclusive training, service monitoring, and continued co-production.

**2. Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?**

Yes. The strategy is explicitly designed to:

- Improve access to safe, enriching spaces for **young people from deprived backgrounds, disabled youth, and ethnic minorities**
- Expand targeted support for **young people facing multiple vulnerabilities**, including those with SEND, care leavers, and NEETs
- Address structural barriers through **free youth hubs**, early help pathways, and mental health support
- Empower underrepresented voices through **participation opportunities**, including a future Youth Council

These actions are expected to help **narrow gaps in outcomes and service access** for protected groups.

**3. Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?**

Yes. The strategy promotes **social cohesion and community participation** through:

- Co-located, inclusive youth hubs where young people from different backgrounds can interact safely
- Arts, sports, and cultural programmes that celebrate **diversity and shared experiences**
- Peer-led engagement and youth ambassador roles that build mutual understanding across groups
- A commitment to **creating welcoming, affirming spaces** for all young people

By supporting inclusion and representation, the strategy is well positioned to **foster good relations between diverse groups** and reduce social division.

**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**

The EQIA demonstrates that the strategy is **fundamentally robust and inclusive**. It aligns strongly with the aims of the Public Sector Equality Duty and is unlikely to result in discrimination or adverse impact. The strategy already incorporates targeted support for vulnerable and underrepresented groups and was co-produced with diverse young people.

However, **a small number of gaps in representation, disaggregated data, and specificity of provision** were identified. These do not warrant major changes to the proposal but do require adjustments to strengthen delivery.

- **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

Minor adjustments will be made to ensure **underrepresented groups—particularly LGBTQ+ youth, young people of faith, and some ethnic minority or migrant groups—are not overlooked**. This will include improvements in monitoring, co-production, and front-line staff training.

- **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.

There is no evidence that the proposal will result in avoidable adverse impacts that would justify stopping or removing it.

#### **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:

- Introduce **disaggregated impact monitoring** (e.g. by race, gender, disability, sexual orientation) to track outcomes across protected groups.
- Ensure future youth engagement and co-production activities explicitly include **LGBTQ+ youth, young parents, religious groups, and underrepresented ethnic communities** (e.g. Roma, Somali).
- Embed **mandatory inclusion and cultural competence training** for all youth service providers and partners.
- Strengthen accountability by requiring **youth hubs and funded services to demonstrate inclusive design and participation**.
- Explore **additional targeted provision or partnerships** where gaps persist (e.g. LGBTQ+ safe spaces, faith-informed services).

Lead officer: **Simone Common**

Timescale: **2025 – 2030 - 5 year strategy**

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

No unavoidable negative impacts have been identified at this stage. All observed or potential negative impacts—such as lack of visibility of certain protected groups—**can be addressed through improved data collection, inclusive co-production, and adjustments to delivery**. These mitigations are considered proportionate and achievable within the scope of the strategy.

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

At this stage, **no unavoidable negative impacts** have been identified in the Youth Strategy 2025–2030 that cannot be mitigated. However, it is recognised that some **gaps in representation, data, and service**

**visibility** (particularly affecting LGBTQ+ youth, some ethnic minorities, and young people of faith) may not be fully addressed in the **initial rollout** of the strategy due to:

- **Limited baseline data** disaggregated by protected characteristics, which reduces the ability to immediately tailor all interventions
- **Resource constraints** in scaling highly targeted provision borough-wide for every vulnerable subgroup from the outset
- The **early stage** of implementation, with some participation structures (e.g. Youth Council) and new delivery models (e.g. youth hubs) still in development

However, the strategy includes a **clear commitment to inclusive design, continuous engagement, and adaptive delivery**, which provides the framework needed to address these limitations over time. The approach is not static, and mitigations are expected to evolve as services embed and monitoring improves.

Therefore, while **some gaps may not be fully closed immediately**, it is **both possible and planned** to mitigate them **through incremental adjustments, co-production, and inclusive governance** throughout the strategy's lifespan.

## 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?

Monitoring of equalities impact will be led by the **Youth Strategy Implementation Lead (Head of Service: Early Help and Prevention)**, in collaboration with:

- The **Council's Equalities Team**
- Strategic partners involved in delivery (e.g. Family Hubs, Early Help, VCS providers)
- **Youth voice structures**, including the Youth Panel and future Youth Council

What the type of data needed is and how often it will be analysed.

Equalities monitoring will include both **quantitative and qualitative data**, such as:

- Service uptake and outcomes **disaggregated by protected characteristics** (e.g. age, disability, race, gender, sexual orientation, SEND status)
  - Youth survey results and ongoing **feedback mechanisms**
  - Participation rates in **youth hubs, mentoring, and employment programmes**
  - Regular feedback from **peer-led groups**, including SEND and LGBTQ+ youth
- Analysis will be conducted **biannually**, with reports feeding into strategic delivery reviews.

- When the policy will be reviewed and what evidence could trigger an early revision

The full strategy will be reviewed at **midpoint (2027- 28)** and again at **end of term (2030)**. However, an **early revision** may be triggered by:

- A significant drop in engagement or satisfaction among any protected group
- New national or local data revealing gaps in equity or outcomes
- Feedback from Youth Council or community-led forums raising concerns about access or inclusion
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

**Youth participation is central to monitoring and delivery. The strategy commits to:**

- Establishing a **Youth Council** that reflects the diversity of Haringey's young people
- Continuing co-production with groups such as **Elevated Youth** (SEND), **Aspire** (care leavers), and other underrepresented communities
- Hosting regular **localised listening events**, focus groups, and advisory panels
- Embedding feedback mechanisms in services (e.g. digital surveys, drop-in sessions, "You Said, We Did" reports)

These measures will ensure the strategy remains responsive, inclusive, and aligned with the Public Sector Equality Duty throughout its implementation.

**Date of EQIA monitoring review:** 3 years from implementation (May 2028)

## **8. Authorisation**

EQIA approved by (Corporate Director/ Director)      **Jackie Difolco**

Date      19 May 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.