

## Equality Impact Assessment (EQIA)

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

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

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

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

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

### 1. Responsibility for the Equality Impact Assessment

<b>Name of proposal:</b>	<b>Recommissioning of HRS Young Persons Pathway.</b>
<b>Service Area:</b>	<b>Housing Related Support Commissioning.</b>
<b>Officer Completing Assessment:</b>	<b>Lorraine Watson.</b>
<b>Equalities Advisor:</b>	<b>Guy Latham.</b>
<b>Cabinet meeting date (if applicable):</b>	<b>TBC.</b>
<b>Director/Assistant Director</b>	<b>Sara Sutton/ Maddie Watkins</b>

### 2. Executive summary

- 2.1.1. This proposal is related to the re-commissioning of the Housing Related Support (HRS) Young People (YP) Pathway of supported services, which sees existing contracts expiring 31 August 2025.
- 2.1.2. The purpose of recommissioning contracted provision is to ensure there is a continual process of analysing, planning, implementing, and monitoring of services taking place.
- 2.1.3. We are aware contributing factors to youth homelessness are very different to those of adults, possibly leading to young people forming part of the hidden homeless community. The HRS YP Pathway is specifically designed to accommodate Haringey young people between the ages of 18-25 years with the aim of addressing the inequalities faced by this age group which can lead to them experiencing homelessness.
- 2.1.4. The 2016 Support Housing Review – Needs and Gap Analysis, highlighted that HRS's young people's supported housing pathway was not fully meeting the needs of the current cohort and lacked the specialism to guide young people towards

genuinely successful futures. The review identified a gap in the diversity of provision and availability of choice for some client groups, specifically people with learning disabilities and mental health. This ultimately led to a redesign of the YP pathway. The redesigned pathway subsequently ensured members of protected groups be able to access more specialist provision. i.e. Women only service and a UASC service

2.1.5. The proposed recommissioning of the YP pathway will ensure services specifically targeting the following groups continue to be funded:

- Young women
- LGBTQI+
- BAME Unaccompanied Asylum-Seeking Children (UASC).

2.1.6. The following services are proposed to be recommissioned:

Service	Support Level	Service Description
Green Lanes Young Women's Service	Low - Medium	This service provides 8 units of supported accommodation for young women 18 - 25 yrs affected by homelessness. Offering 5-8 hrs of direct and indirect support pr wk. Designed to deliver a Psychologically Informed Environment (PIE) which contributes to the broader goals of the young people's supported housing pathway.
Visiting Support	Low - Medium	Delivers Visiting Support to care leavers and homeless young people aged 17-25 years old, with a maximum length of stay of 24 months. Medium – low support service with an average of 3 hours key work support per service user, per week focused on achieving the pathway outcomes.
Housing First for Care Leavers	Medium - High	Supporting Care Leavers 16 – 25 yrs old with complex and multiple needs to sustain their tenancies, prevent repeat homelessness, and improve their health and wellbeing. Care leavers are provided with independent accommodation through the Young Adults Service's (YAS) social housing quota. Receiving 8-10 hours of intensive, open ended, wraparound, personalised support between 9am – 9pm Mon – Sun. Support is free from conditions apart from the willingness to sustain a tenancy
Unaccompanied Asylum-Seeking Children (UASC) Visiting Support	Low - Medium	Delivering medium – low visiting support across dispersed properties to young people aged 16-25 years old, with a maximum length of stay of 18 months. Average of 3-5 hours support. Aim of the service is to provide YP with a safe and secure environment in which they are empowered to develop independent living skills, engage in or continue education training or employment and develop positive relationships and to enable them to integrate successfully into the local community. Working closely with Young Adults Service's (YAS) to ensure claims are submitted and clients are supported up till the point of receiving their status.

2.1.7. The following service, although is outside of the scope of this re-commissioning process will none the less be re-commissioned during 2025.

Service	Support Level	Service Description
Tri-Borough LGBTQ+ Supported Housing Haringey = 7 Units	Low - Medium	Tri borough supported accommodation service across Haringey, (7 units) Hackney (7 Units) & Islington (7 Units) for young single homeless people who identify as LGBTQ+ aged 18-25. The aim of the service is to deliver specialist support to LGBTQ+ people experiencing multiple disadvantage and who are homeless. Providing short term accommodation and a high-quality housing support service for homeless and vulnerable LGBTQ+ young people.

- 2.1.8. Our aim is to utilise the re-commissioning period as an opportunity to review all YP supported housing provision currently delivered through HRS and consider whether a further redesign of the pathways is required. Any redesign would be with the aim to better meet the needs of vulnerable young Haringey residents who may require specialist supported accommodation provision.

## 2.2. Results of Analysis

- 2.2.1. In the last year, nationally out of all age groups, YP homelessness has seen an increase of 33%. This is more than any other age group. At the same time young people from particular groups, continue to be placed at further disadvantage when trying to access housing.
- 2.2.2. In carrying out this analysis we can confidently infer that the recommissioning of specialist YP Pathway services will have a positive impact on the following groups with protected characteristics.
- Young Women
  - LGBTQ+
  - BAME
  - Disabled
- 2.2.3. It is our intention in conjunction with our Business Analyst to refresh this EQIA on an annual basis by reviewing data sources, ensuring these continue to be relevant and up to date.
- 2.2.4. As outlined in section 3 of this document please note the YP Pathway has embedded consultation into the implementation phase of service delivery, which will automatically feed directly into any future re-commissioning.

## 3. Consultation and engagement

- 3.1.a. **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?**
- 3.1.2. Our aim during the recommissioning process is (through consultation and market engagement), to obtain clients stakeholders and potential providers feedback in order to assist in developing insight into what outcomes are important to people using our services, and what kinds of support provision could achieve these outcomes.
- 3.1.3. The YP pathway has been specifically designed to target some groups with protected characteristics. There are 5 visiting support services in total. Three of which are specialist services aligned to client groups with protected characteristics.

- BAME via Unaccompanied Asylum-Seeking Children provision
  - Women only
  - LGBTQ+.
- 3.1.4. Threading consultation into the period of contract delivery via surveys and one to one meeting ensures clients do not have to wait until recommissioning is taking place to have an opportunity to have their voices heard.
- 3.1.5. By nature of design, pathway consultation therefore automatically includes protected groups i.e. black and minority ethnic people, women and LGBTQ individuals, and clients living with mental health (disability). This allows service users to inform commissioners about their experience of their current support and impact of these services on their recovery journey. Most importantly clients are able to feedback about how services could be improved to be more effective.
- 3.1.6. The ingrained consultation enables commissioners to proactively respond to early alerts of poor contract performance, emerging trends, and changes in client needs. This can be further used to inform any potential redesign of services which would better meet the needs of young people accessing our services.
- 3.1.7. We plan to embed YP involvement/co-production into the recommissioning process by ensuring client feedback influences elements, of the recommissioning process such as whether changes need to be made when drafting the new service specification, including possible participation in tender evaluations, and or conducting interviews. We are currently working in partnership with Young Adults Service (YAS) Young Consultant (Care experienced YP) around carrying out joint contract monitoring visits with commissioning officers.
- 3.1.8. It should be noted that targeted consultation was carried out with LGBTQ stakeholders by requesting data from Stonewall, Albert Kennedy Trust, and Gallop, with the aim of identifying:
- How many LGBTQI+ clients 18 -25 years approached their organisations in 22-23 and 23-24 for housing needs / homelessness assistance.
- 3.1.9. This was with the aim of re-establishing level of need for LGBTQ specialist provision, due to existing service not being fully utilised. A data dive was carried out to ensure any changes made to the recommissioning of this provision was based on qualitative data.
- 3.2.b. 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.**
- 3.2.1. General Feedback**
- 3.2.2. 25% of existing service users engaged with the consultation process via client surveys and face to face meetings. Generally, responses from clients regarding current service provision were positive. Clients stated they:
- Were satisfied with the support they were receiving.
  - Felt safe, secure and comfortable where they live.
  - Did not feel they were experiencing any barriers in accessing services that they needed.
  - Felt their keyworker and other staff understand their strengths and what was most important to them.
  - Felt they had control over the way their housing support and goals were delivered.
  - Felt being in supported housing had been good for their health and helped their recovery.
- 3.2.3. Dissatisfaction related to:
- Lack of appropriate communal space within some of the accommodation services.

- Lack of move-on options.
  - Concerns around short term management of LGBTQ service from manager, who was not from the LGBTQ community.
- 3.2.4. Overall feedback from key partners highlights that the continuation of a specific YP supported housing pathway was beneficial to supporting statutory services such as Young Adults Service (YAS.) However, there was not enough supported accommodation and if money permitted would welcome additional units to assist in accommodating more care leavers who require ongoing support.
- 3.2.5. **Feedback for Women Only service**
- 3.2.6. The service scored high on performance:
- Clients felt the keyworker understood their strengths and recovery and assisted them with the ability to learn new things and share their skills.
- 3.2.7. Perceived areas of lower performance included:
- Poor response from providers to accommodation repairs.
- 3.2.8. Consultation with providers has been taking place via meetings and with key stakeholders via task and finish group sessions.
- 3.2.9. **Feedback from LGBTQ+ services**
- 3.2.10. LGBTQ+ services users are experiencing barriers to accessing support services. Data indicates a need for supported housing provision for this cohort of YP. However, once referrals are sent to housing needs, a large number of the cohort often will withdraw their applications. Reasons for withdrawal are undetermined.
- 3.2.11. In order to address this barrier, measures such as top and tail referral tracking has been implemented to ensure number of referrals from this cohort are not lost i.e. clients withdraw their application, and members of this community are able to better access specialist supported housing services. This means that referrals from this cohort receive specific support from point of the referral being made to housing benefit. The potential provider staff members will remain in contact with the client, with the aim of ensuring the client does not feel overwhelmed to the point where they withdraw their application. Often clients may feel distress when having to engage with housing benefits officers. Lost referrals indicates an inequality of access to supported housing provision for this group. This new referral method will continue to be monitored.
- 4. Data and Impact Analysis**
- 4.1. Several data sources have been used throughout this EQIA, and for clarity these are detailed and referenced under 'Key Data Sources'. Other data sources used will be referenced in the relevant sections.
- 4.2. **Key Data Sources**
- 4.3.a. **Age**
- 4.3.2. **Data.**
- 4.3.3. **Borough-wide and Target Population Profiles**

Age group	Haringey	HRS	CHAIN
18 – 25	26,111 (12.4%)	103 (10 – 15%)	14 (3.1 – 8.6%)
26 – 35	50,507 (24.1%)	213 (23 – 29%)	73 (22 – 33%)
36 – 45	43,714 (20.7%)	209 (22 – 28%)	94 (30 – 41%)
46 – 55	37,363 (17.8%)	175 (18 – 24%)	59 (17 – 27%)

<b>Over 55</b>	52,125 (24.8%)	131 (13 – 18%)	28 (7.3 – 15%)
HRS = data related to the Haringey HRS provision			
CHAIN – national rough sleeping data			

#### 4.3.4. Findings of the Data

- 4.3.4.1. The data shows that young people aged 18-25 in Haringey are less likely to be rough sleeping. This broadly reflects the situation in neighbouring boroughs. However, the landscape of youth homelessness is rather different than other age groups – with young people more likely to be affected by “hidden homelessness” including sofa-surfing and precarious housing situations.
- 4.3.4.2. Centrepoin figures from its Youth Homelessness Databank, shows that between April 2020 and March 2021, there were nearly 122,000 young people facing homelessness in the UK. This means that youth homelessness has continued to rise for every year (since 2014) that the Databank has been live.
- 4.3.4.3. In England, 104,400 young people presented as homeless or at risk of homelessness to their local authority in 2020/21, an increase of 2,300 (2 per cent) from the year prior (102,100).
- 4.3.4.4. The percentage of young people who present to their local authority and receive an initial assessment has fallen for the third year running, going from 79 per cent in 2018-19 to just 66 per cent in 2020-21. This means that of the young people facing homelessness across the UK who approach their local authority for help, fewer and fewer are getting the chance to have the local authority properly assess what support they may be entitled to.
- 4.3.4.5. Nearly six in 10 young people who present as homeless or at risk to their local authority do not get a positive outcome, either through having their homelessness successfully prevented or relieved from receiving a homelessness duty or being housed under the main housing duty.
- 4.3.4.6. The latest data from the Department for Levelling Up, Housing and Communities shows that the top three specified reasons for young people losing their last settled home and facing homeless are:
  - Family no longer willing or able to accommodate (49%)
  - Domestic abuse (9%)
  - Friends no longer willing or able to accommodate (6%)

#### 4.3.5. Potential Impacts

- 4.3.5.1. It is deemed that young people (aged 18-25) will be positively impacted by this proposal as this pathway specifically focuses on young Haringey residents. Once recommissioning takes place YP will continue to be able to access specialist provision such as LGBTQ tri-borough, Women only and a UASC services.

#### 4.4.b. Disability

##### 4.4.1. Data

##### 4.4.2. Borough Profile

- Disabled under Equality Act – 13.7%<sup>1</sup>
- Day to day activities limited a lot – 6.1%
- Day to day activities limited a little – 7.5%

<sup>1</sup> Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

- 7.5% of residents people diagnosed with depression<sup>2</sup>
- 1.7% of residents diagnosed with a severe mental illness<sup>3</sup>
- 0.4% of people in Haringey have a learning disability<sup>4</sup>
- Around 2,100 Haringey residents aged 14 and over are estimated services to have autism, including 680 residents aged 14-25.
- Among Year 8 and 10 students, 31% of pupils had high self-esteem scores.
- The rate of hospital admissions for self-harm in 10–24-year-olds was 211 per 100,000, a decrease on last year (252 per 100,000), but remaining above the London average (196 per 100,000)

#### 4.4.3. Target population profile

- **Centrepont [The Mental Health Need of Homeless Young People national report](#)**
- Mental health problems were found to be more likely among young people with experience of sleeping rough. Rates of poor mental health issues are worryingly high. These rates are even higher<sup>4</sup> for young people experiencing homelessness:
- Mental health issues and formal diagnoses occur within 10-20% of young people **not** experiencing homelessness.
- Mental health issues were reported in over half (54.1%) of homeless young people.
- Around a third of homeless young people (32.3%) had formal mental health diagnoses.

#### 4.4.4. Healthwatch Haringey survey

4.4.5. Healthwatch Haringey is the independent health and care watchdog for Haringey. They carried out a health needs assessment for homeless people in Haringey. The research took place between August 2019 and March 2020.

- 60% of respondents from a survey experienced depression, 43% had anxiety and 48% used alcohol and drugs whilst in a hostel.
- Those rough sleeping 28% had depression, 7% experienced anxiety and 21% used drugs and alcohol.

#### 4.4.6. HRS data and data from Haringey services

- HRS data 2021/22 found that 24% of new young people entering supported accommodation were recorded as having a disability. Of the 24% the following was recorded:
- 16% cited Mental Health as a primary support need,
- 21% cited Diagnosed Mental Health as a secondary support need
- 11% cited undiagnosed Mental Health as a secondary support need.
- Based on single homeless approaches to Housing Needs between April 2018 and December 2020,
- 21% of residents were assessed to have (previously) had issues with their mental health . Although high, this is consistent with some estimates for the percentage of people living with a common mental illness in Haringey.
- 2% of residents approaching had a learning disability – broadly consistent with the proportion of this group of residents in Haringey as a whole.

<sup>2</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](#)

<sup>3</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](#)

<sup>4</sup> PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

- Death by suicide is 35 times more likely amongst the rough sleeping population. Also, death by unnatural causes is 4 times greater in the homeless population.
- People experiencing homelessness have significantly higher mental health diagnosis than the general population, 44% homeless compared to 23% general population.
- The data also demonstrates intersection between disability and other protected characteristics. In Haringey, 3% of people of Black or Black British ethnicity have a diagnosis of serious mental illness, higher than other ethnic groups. BAME groups are also more likely to be diagnosed with a psychotic disorder. (Haringey JSNA data – Adult Mental Health April 2019).
- In terms of physical disability, 18% (16% of people aged 16-64) had a physical illness or disability. This is higher than the estimated proportion for Haringey as a whole (Census data indicating that 14% of Haringey residents report they have a condition limiting their day-to-day activities, in line with the London average). “There is no robust data on the proportion of the Haringey rough sleeping population that have a physical disability.”

#### **4.4.7. Data source**

- 4.4.7.1. HRS data
- 4.4.7.2. Haringey at a glance
- 4.4.7.3. Centrepont The Mental Health Need of Homeless Young People- Report 2021

#### **4.4.8. Findings of the Data**

- 4.4.8.1. Mental health issues are the most commonly reported support need experienced by people accessing accommodation providers, reflecting earlier studies showing that mental health problems are particularly prevalent among people experiencing homelessness.
- 4.4.8.2. The data indicates issues of poor mental health, and substance use amongst young people who are at risk of homelessness and or accessing HRS services. This demonstrate a continued need for specialist YP provision which are proposed to be recommissioned.

#### **4.4.9. Potential Impacts**

- 4.4.9.1. Clients living with a disability i.e. Mental Health who are accessing HRS services will be positively impacted by the proposal to re-commissioning specialist YP services. These services are delivered with a strong focus on trauma informed practice within psychologically informed environments. The aim is to assist clients on their recovery pathway. Whilst also ensuring our vulnerable residents are able to sustain their supported housing tenancies in preparation to be able to live independently. The overall objective is to prevent Haringey YP from being caught in the revolving door of homelessness.

### **4.5.c. Gender Reassignment**

#### **4.5.1. Data**

#### **4.5.2. Borough Profile<sup>5</sup>**

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%

<sup>5</sup> Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityenglandandwales/2021)

- Trans man - 0.1%
- There is no robust data at the borough level on our trans population. However, data taken from 2021 ONS indicates that 2686 Haringey residents aged 16 and over identify as Trans equating to 1.24%.
- The Scottish Evidence Review revealed that 88% of transgender respondents had suffered from depression, 80% from stress and 75% from anxiety at some time; and EHRC Transgender Research Review reported rates of self-harm and attempted suicide were high.

#### 4.5.3. Target Population Profile

- 21 out of 1201 circa 1.75% were identified as Trans from MJ Haringey Homeless Hub
- Rethink Mental Illness' 2017 transgender Single Homeless study showed that 88% of transgender people had experienced depression and 84% had thought of ending their life. A report commissioned by Stonewall in 2017 found that around one in four trans people across the UK have experienced homelessness at some point in their lives.
- At a local level between 3.4 and 6.8% of residents (of all ages) using our homelessness services identify as a gender different to the one that they were assigned at birth.

#### 4.5.4. Key data sources

- 4.5.4.1. The Scottish Evidence Review
- 4.5.4.2. EHRC Transgender Research Review
- 4.5.4.3. Borough Plan EQIA 2019-23
- 4.5.4.4. LGBT in Britain - Trans Report, Stonewall (2017)

#### 4.5.5. Findings of the Data.

- 4.5.5.1. People who identify as trans are significantly more likely to be affected by homelessness. This group have been highlighted as having intersecting support needs relating to high levels of poor mental health.

#### 4.5.6. Potential Impacts

- 4.5.6.1. The proposed re-commissioning of the YP Tri-Borough LGBTQ+ service will continue to provide dedicated safe, trauma and psychologically informed spaces and specialist support for transgender residents or for those who are in the process of transitioning.

#### 4.6.d. Marriage and Civil Partnership

- 4.6.1. **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.

#### 4.6.2. Data

#### 4.6.3. Borough Profile <sup>6</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%)

<sup>6</sup> Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- 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%)
- The 'Borough Plan EQIA 2019-23' states that a third of Haringey residents are married.

#### **4.6.4. Target Population Profile**

- The service does not collect this data.

#### **4.6.5. Key Data Sources**

4.6.5.1. Data collected from single homeless pathway, council-held data, the census and studies showing national and regional trends.

#### **4.6.6. Findings of the Data.**

4.6.6.1. YP support housing pathway will be available for all Haringey residents regardless of whether they are married or in a civil partnership. Therefore, no inequalities related to this protected characteristic can be identified.

4.6.6.2. Contracted services will not discriminate between married people and those in civil partnerships. However, it should be noted that all HRS services are set up to accommodate individuals who are single and homeless or at risk of homelessness.

#### **4.6.7. Potential Impacts**

4.6.7.1. No negative impacts are predicted.

#### **4.7.e. Pregnancy and Maternity**

##### **4.7.1. Note<sup>7</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.

##### **4.7.2. Data**

##### **4.7.3. Borough Profile**

4.7.3.1. Live Births in Haringey 2021: 3,376

4.7.3.2. It should be noted that Haringey Young Adults Service (YAS) specifically work with Care Leavers who are 18 - 25 years old. Until this point a young person would be identified as either a Child in Need or a Looked After Child.

4.7.3.3. 2021 Census showed that 2.26% of Haringey young people under 18 were recorded as being pregnant

##### **4.7.4. Target population profile**

4.7.4.1. According to research, 'Children looked after in England including adoptions – Reporting Year 2023' looked-after children (those under local authority care) are more likely to become sexually active earlier than other groups of children. Specifically:

- A quarter of young women leaving care are either pregnant or already mothers.
- Almost half of female care-leavers become mothers between the ages of 18 and 24.
- Furthermore, a study by the Centre for Social Justice found that:

<sup>7</sup> Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

- Almost a quarter (22%) of girls in care in England become teenage mothers, which is about three times the average for teenage parenthood.
- At least one in 10 care-leavers who become parents have their children taken into care.
- The St Mungo's Rebuilding Shattered Lives report found that over half their female clients are mothers, and 79% of these women have had their children taken into care.

#### **4.7.5. Key data sources**

- 4.7.5.1. Children looked after in England including adoptions – Reporting Year 2023
- 4.7.5.2. The St Mungo's Rebuilding Shattered Lives report
- 4.7.5.3. HRS Data Source Inform

#### **4.7.6. Findings of the data.**

- 4.7.6.1. Currently HRS do not hold reliable data which would indicate whether young women accessing our services who are pregnant or who have children are overrepresented.
- 4.7.6.2. The YP Supported housing pathway is specifically for single people; however, clients may become pregnant whilst in the service or may have nondependent children. Young women who become pregnant whilst living in supported housing will be supported to present to Housing Needs to find appropriate alternative accommodation.
- 4.7.6.3. Relationships with families, and in particular children, are often essential to the lives of young women who are at risk of homeless. The effect of children being taken into care or otherwise separated from mothers can be enormously traumatic for women.
- 4.7.6.4. In instance where a young woman becomes pregnant whilst in a supported housing accommodation, support staff will work with statutory services i.e. YAS ensuring wrap around support is received by the client to reduce the risk of a young care leavers having to experience the trauma of having their child being taken into care.

#### **4.7.7. Potential Impacts**

- The Young Peoples Pathway will be gender and trauma informed, recognising the impact of children being taken into care and where applicable will form part of clients' support plans.
- If a young woman falls pregnant within the services staff will work with social workers and PA to support the young person into an appropriate accommodation leading up the birth.

#### **4.8.f. Race**

- 4.8.1 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>8</sup>

#### **4.8.2 Data**

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

- 4.8.3.1. Arab: 1.0%

<sup>8</sup> [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

<sup>9</sup> Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- Any other ethnic group: 8.7%

#### 4.8.3.2. Asian: 8.7%

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

#### 4.8.3.3. Black: 17.6%

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

#### 4.8.3.4. Mixed: 7.0%

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

#### 4.8.3.5. 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%

#### 4.8.4. **Target population profile**

	Ethnic group	Haringey (all ages) <sup>10</sup>	HRS
<b>Asian</b>	<b>Bangladeshi</b>	4,819 (1.8%)	7 (0.5 - 2.3%)
	<b>Chinese</b>	3,848 (1.5%)	* (< 1.4%)
	<b>Indian</b>	5,838 (2.2%)	* (< 1.4%)
	<b>Pakistani</b>	2,162 (0.8%)	4 (0.2 – 1.6%)
	<b>Other Asian</b>	6,413 (2.4%)	12 (1.1 – 3.3%)
<b>Black</b>	<b>Black African</b>	24,855 (9.4%)	<b>125</b> (16 – 23%)
	<b>Black Caribbean</b>	16,339 (6.2%)	<b>102</b> (13 – 19%)
	<b>Other Black</b>	5,272 (2.0%)	<b>23</b> (2.4 – 5.4%)
<b>Mixed / multiple</b>	<b>White and Asian</b>	3,915 (1.5%)	* (< 1.4%)
	<b>White and Black African</b>	2,574 (1.0%)	* (< 1.4%)
	<b>White and Black Caribbean</b>	5,325 (2.0%)	18 (1.8 – 4.4%)
	<b>Other Mixed or Multiple</b>	6,742 (2.6%)	16 (1.6 – 4.0%)

<sup>10</sup> 2021 Census, Office for National Statistics, accessed December 2022

	ethnic groups		
<b>White</b>	<b>White British</b>	84,298 (31.9%)	108 (14 – 20%)
	<b>White Irish</b>	5,701 (2.2%)	11 (1.0 – 3.0%)
	<b>Gypsy or Irish Traveller</b>	235 (0.1%)	* (< 1.4%)
	<b>Roma</b>	2,004 (0.8%)	* (< 1.4%)
	<b>Other White</b>	58,343 (22.1%)	183 (25 – 32%)
<b>Other</b>	<b>Arab</b>	2,525 (1.0%)	8 (0.6 – 2.5%)
	<b>Any other ethnic group</b>	23,030 (8.7%)	11 (1.0 – 3.0%)
<b>Refused</b>			2 (0.1 – 1.1%)
<b>Unknown</b>			228

4.8.4.1. Percentages may not add up to 100% due to rounding. Confidence intervals are based upon recorded data only – this is to mitigate for the large amount of missing ethnicity data for services commissioned (but not directly run) by Housing Related Support. A breakdown of ethnic group by age for Haringey was not available from the 2021 Census data at the time of writing – figures are therefore not age-adjusted.

- In Centrepoin’s report ‘Young, Black, and Homeless: Observations from Centrepoin’s Front Line’ it is noted that more than half of the young people they support come from a BAME background.
- The same Centrepoin observation notes that currently, 61% of young people in supported accommodation are from ethnically diverse backgrounds.
- A quarter (24%) of people making homelessness applications to local councils are from Black, Asian and minority ethnic groups, even though they make up just over a tenth (11%) of all households in England.
- Statutory homelessness assessments and activities in England between 1 April 2020 and 31 March 2021 found that during 2020-21 69.6% of homeless households had a White lead applicant, while 84.9% of individuals in England are White, suggesting White households are less likely to be homeless. This correspondence with Haringey’s supported housing data (2018) whereby 34% of clients accommodated in the single homeless pathway were White British, this matches with the ethnic profile of residents of Haringey which was 34.7%.
- In 22-23 40% of YP accessing HRS supported accommodation were from BAME residents.
- Based on single homeless approaches between April 2018 and December 2020 Black/Black British residents approaching as homeless were generally younger than those identifying as White. For instance, residents identifying as Black/Black British aged 25-35 were around 11 times as likely to present as single homeless compared to their White counterparts.
- In the last five years, there was a 22% increase in statutory homelessness. Among white households it rose 9%, whereas homelessness amongst BAME households rose 48%.

#### 4.8.5. Key data sources

- 4.8.5.1. Haringey at a glance
- 4.8.5.2. Young, Black and Homeless: Observations from Centrepoin't's Front Line: [Young, black and homeless: observations from Centrepoin't's front line | Centrepoin't](#)
- 4.8.5.3. Census data
- 4.8.5.4. HRS data

#### 4.8.6. Findings of the Data.

- 4.8.6.1. This highlights that Young people from the BAME communities in particular Black/Black British and Asian and minority ethnic groups continue to be disproportionately impacted by homelessness.
- 4.8.6.2. YP Pathway recommissioned services will be required to have distinct policies around challenging stigma, harassment, abuse and discrimination that will be rigorously monitored as part of contract monitoring.

#### 4.8.7. Potential Impact

- 4.8.7.1. Recommissioned YP pathway services will positively impact resident with protected characteristics in particular BAME YP. As services such as the UASC provision will continue to specialise in supporting this cohort up until the point they receive their leave to remain and are able to access general support provision or move into mainstream general accommodation.

#### 4.9.g. Religion or belief

##### 4.9.1. Data

##### 4.9.2. Borough Profile <sup>11</sup>

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

##### 4.9.3. Target Population Profile

Religion or belief	Haringey <sup>12</sup>	HRS
Buddhist	2,455 (0.9%)	* (< 4.1%)
Christian	103,944 (39.6%)	<b>117</b> (49 – 62%)
Hindu	3,529 (1.3%)	* (< 4.1%)
Jewish	9,397 (3.6%)	* (< 4.1%)
Muslim	33,295 (12.6%)	34 (11 – 22%)
No religion	83,535 (31.6%)	40 (14 – 25%)
Other religion	6,164 (2.3%)	10 (2.6 – 8.5%)

<sup>11</sup> Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

<sup>12</sup> Religion, 2021 Census, accessed December 2022

Sikh	892 (0.3%)	* (< 4.1%)
Religion not stated	21,027 (8.0%)	7 (1.6 – 6.7%)
Unknown		654

4.9.3.1. Percentages may not add up to 100% due to rounding. Confidence intervals are based upon recorded data only – this is to mitigate for the large amount of missing data for HRS services.

- HRS YP Pathway synopsis data from 2021 -2022 shows that out of 21 new admissions, 24% of clients accessing supported accommodation services identified as Muslim and 24% identified as Christian.
- The development of the YP Pathway will include data collection improvements which will give us better information about this characteristic for future commissioning.

#### 4.9.4. Key data sources

4.9.4.1. Census data

4.9.4.2. HRS data

#### 4.9.5. Findings of the Data

4.9.5.1. Residents who identify as Christian or follow an “other religion” appear to be more likely to be impacted by homelessness than other groups. Conversely residents identifying as following no religion are less likely to be affected by homelessness.

4.9.5.2. The reasons for this may be linked to other demographic and socioeconomic factors. Census 2021 data at Output Area level – the smallest geography available – show strong positive correlations between the proportion of residents identifying as Black (African, Caribbean, Other) and those identifying as Christian or following another religion. A weaker but still positive correlation can be seen for the Other White group and Christian belief.

4.9.5.3. Areas with a high proportion of residents identifying as Christian were located in the north and east of the borough, which are also some of the most deprived. Meanwhile areas with the highest proportion of residents identifying as following no religion were in the affluent west of the borough. It is important to remember, however, that correlation does not mean causation.

#### 4.9.6. Potential impacts

4.9.6.1. The proposed recommissioning of the YP Pathway will have a neutral impact on people who share a protected characteristic related to religion. People of all religions and beliefs will be able to access YP Pathway services. However, we do not currently hold reliable data on the religion or beliefs of the homeless young person population. While it is currently an unknown impact, we recognise there is an intersection between religion and ethnicity that will require monitoring.

4.9.6.2. Commissioned services have robust policies around challenging stigma, harassment, abuse, and discrimination that will be rigorously monitored.

#### 4.10.h. Sex

##### 4.10.1. Data

##### 4.10.2. Borough and target population profile

		18-25
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<b>Haringey</b>	Female	13,552 (51.9%)
	Male	12,559 (48.1%)
<b>HRS</b>	Female	48 (39 – 59%)
	Male	49 (40 – 60%)

- Haringey has a higher proportion of residents identifying as female compared to those identifying as male.
- In 22-23 HRS recorded 35 new YP admissions accessing supported accommodation service. Of which the following were recorded:
  - Female (43%)
  - Male (43%)
  - Non-Binary (4%)
  - Unknown (10%)
- Nationally, CHAIN reports in the year 2020/21 16% (1699) of people seen sleeping rough in London were women and 84% (9217) were men. The Haringey rough sleeping figures broadly mirror the London-wide picture.
- Homeless Link annual CHAIN report for Haringey found 28% of women were accessing accommodation projects compared to 64% of men.

#### **4.10.3. Key data sources**

- 4.10.3.1. Haringey at a glance
- 4.10.3.2. Against Violence and Abuse (AVA) evaluation report
- 4.10.3.3. St Mungo's Rebuilding Shattered Lives report
- 4.10.3.4. A combination of council-held data, CHAIN, and the census.

#### **4.10.4. Detail the findings of the Data**

- 4.10.4.1. HRS Data records 43% of new entrance to its supported housing services are Female and 43% as being Male with 4% identifying as Non-Binary. This pattern is not reflective of the demographics of the borough which shows a gender split of female 51.8% to males 48.2%.
- 4.10.4.2. The data suggest that residents identifying as male are much more likely to have experience of sleeping rough compared to females. Data from CHAIN for 2021/22 showed 87% of people seen rough sleeping in Haringey by outreach services over that period were male. It is important to stress that this only refers to people that were observed rough sleeping.
- 4.10.4.3. Against Violence and Abuse (AVA) in their evaluation of women's homelessness found LGBTQ+ women, Black and minoritised women, migrant women and women living with disability/ies face additional barriers to support and access to housing. They are also likely to face greater disadvantage in the labour market which might leave them more vulnerable to financial instability and homelessness.
- 4.10.4.4. Rough sleeping women tend to be younger and are significantly more likely than men to be under 25. 57% of statutorily homeless households in England are women with dependent children or lone women.

- 4.10.4.5. The St Mungo's Rebuilding Shattered Lives report found that over half their female clients are mothers, and 79% of these women have had their children taken into care.
- 4.10.4.6. Until recently, women's homelessness was rarely considered in its own right and remains under researched. Early studies (primarily social scientific) tended to ignore women. Meanwhile, men are more likely to be 'visibly homeless' i.e. make up more of the rough sleeping population and/or visible on the streets meaning more focus in policy and literature, and women are more likely to seek support through informal networks of family and friends, only using services as a last resort. Research shows that single women who experience homelessness are not prioritised for housing support and services; they are often referred to shelters but, for different reasons, are likely to seek out alternative living arrangements such as living with friends or relatives. Women are more likely to be protected from homelessness when they have their children with them because welfare, social services, health, and social housing systems are designed to protect children – but this is not always the case.
- 4.10.4.7. Women in otherwise marginalised positions in the UK are also considerably more likely to face homelessness of different forms. Black and minoritised women are considerably more likely to face homelessness, both statutory homelessness and rough sleeping.
- 4.10.4.8. 20 percent of LGBT women have experienced homelessness, and one in four non-binary people have faced homelessness.
- 4.10.4.9. There has been an increase in the proportion of females rough sleeping though this is likely due to migration of young males happening during COVID and the census, indicating an underrepresentation of women among people who are homeless. This is likely due to under-reporting and the nature of women's homelessness differing to that of men's, for example women seek out quieter more sheltered places in order to hide themselves from potential attackers and the general public and less likely be picked up by rough sleeping teams, counted in official statistics and supported into housing. [Ava report]
- 4.10.4.10. Consultation with Haringey Homeless Hub (Mulberry Junction) staff indicated during 2023 there were at least 5 Young Females 18-25 who presented themselves as hidden homeless who were identified as at risk of DA.
- 4.10.4.11. This also further highlights the need for specific provision that can appropriately respond to homelessness as experienced by young women. We know women are often less likely to access support services due to fear of violence or stigma and this has been considered in the recommissioning of the YP Pathway through the inclusion of Women's Only service to allow young women to access safely support and accommodation.
- 4.10.5. Potential Impacts**
- 4.10.5.1. Recommissioning of the YP Pathway will positively impact young women experiencing or at risk of homelessness by continuing to make a safe space available in the women only provision.
- 4.10.5.2. There is a commitment for the pathway to forge closer links with Mulberry Junction via is Women only space 'WHOOSH'. In an attempt to capture young women who are at risk or experience DA.
- 4.10.5.3. In addition, we propose to identify areas of overlap in work being carried out under the VAWG commissioning Theme 'Children and Young peoples'.

#### **4.11.i. Sexual Orientation**

##### **4.11.1. Data**

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

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

#### 4.11.3. Target Population Profile

#### 4.11.4. Local Picture

- Haringey Housing Needs data from 2020-21 showed that 6% of residents accessing Single Homeless services in Haringey identified as lesbian, gay, or bi-sexual. Homeless Link Data found only 4% of LGBTQ homeless people were accessing accommodation. This seemingly low proportion of people who identify as lesbian, gay, bisexual and transgender plus (LGBT+) should be treated with caution as previous research suggests that LGBT+ people are over-represented in the UK homelessness population, and accurate recording of sexual identity may not be common practice within services.
- In the LGBTQI+ Healthwatch assessment carried out in 2019 and 2020 18% of participants mentioned mental health issues and chronic health problems.
- Alcohol and substance misuse also found to be 1.5 times higher amongst LGBTQ+ people compared with heterosexual people (EHRC Sexual Orientation Research Review).

4.11.4.1. Certain groups (e.g. residents identifying as Black) are over-represented in single households approaching the Council compared to the general population. In turn, individuals of certain ethnic backgrounds are more likely to identify as LGBTQ+ than others, as are younger age groups.

4.11.4.2. We need to account for these differences when considering LGBTQ+ homelessness.

4.11.4.3. In general residents of a White or Mixed ethnic background are the most likely to identify as LBQ+ (lesbian, gay, bisexual, or other), with Black residents the least likely. Younger age groups are also more likely to identify as LGBTQI +.

4.11.4.4. The existing LGBTQ provision is increasingly seeing residents from the Asian community being referred and supported by this service.

#### 4.11.5. Detail the key data sources

- 4.11.5.1. HRS Data base
- 4.11.5.2. Census data
- 4.11.5.3. EHRC Sexual Orientation Research Review
- 4.11.5.4. LGBTQI+ Healthwatch survey
- 4.11.5.5. ONS data

#### 4.11.6. Detail the findings of the data.

4.11.6.1. Although there is a low representation of LGBTQ residents accessing housing, we are aware that LGBTQ people make up a large proportion of the homeless community. In addition, those who identify as LGBTQ are likely to be young white or mixed ethnic minority residents.

#### 4.11.7. Potential Impacts

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

4.11.7.1. Recommissioning of the YP pathway LGBTQ provision will have a positive impact on this cohort of YP with protected characteristics.

## 4.12.j. Socioeconomic Status

### 4.12.1. Data

### 4.12.2. Borough profile

### 4.12.3. Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023<sup>14</sup>
- 19.6% of residents were claiming Universal Credit as of March 2023<sup>15</sup>
- 29.3% of jobs in Haringey are paid below the London Living Wage<sup>16</sup>
- An estimated 34% of employee jobs in the borough are paid less than the London Living Wage of £11.95 per hour – the highest in London (and indeed nationally once local adjustments are accounted for).

### 4.12.4. 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>17</sup>
- 3.7% of Haringey's working age population had no qualifications as of 2021<sup>18</sup>
- 5.0% were qualified to level one only<sup>19</sup>
- 5.5% of Haringey residents have no qualifications.

### 4.12.5. 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>20</sup>

### 4.12.6. Target Population Profile

### 4.12.7. Detail the key data sources.

4.12.7.1. A combination of council-held data, the census and studies showing national and regional trends.

4.12.7.2. Currently HRS do not hold reliable data for client Socioeconomic Status.

### 4.12.8. Potential Impacts

<sup>14</sup> ONS – [ONS Claimant Count](#)

<sup>15</sup> DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

<sup>16</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>17</sup> DfE – [GCSE attainment and progress 8 scores](#)

<sup>18</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

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

<sup>20</sup> IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

<sup>22</sup> Annual review of single homelessness support in England 2022 Annual Review of Support for Single Homeless People in England | Homeless Link – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

- 4.12.8.1. The proposal will have a positive impact on Young Women, BAME and LGBTQ+ clients accessing supported housing services as contract KPI's include targets for supporting YP into employment, education, and training. It is noted once clients are able to remove the barrier to accessing housing then they are better able to focus on attaining employment education and or training.

## 5. Key Impacts Summary

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

- 5.1.1. The recommissioning of the YP pathway in particular specialist service such as BAME /UASC, Women only and LGBTQ services will positively address inequalities experienced by Haringey YP with additional protected characteristics Young Women, BAME and LGBTQ+ and those with Mental Health disabilities.
- 5.1.2. It highlights the need for continued specialist provision to be made available to young care leavers and single young homeless Haringey residents. The proposed re-tendered provision will enable the continuation of targeted intervention services to be made available to YP, ensuring they are supported quickly, efficiently and with a trauma informed approach. The proposal would not result in direct/indirect discrimination for any group that shares the protected characteristics.
- 5.1.3. During the process of review and re-tender, 2 young people's provision came to their natural end of contract. One of which was the Family Medication and reunification Service that lost its funding contribution from the Children and Young Peoples Service. The other being the YMCA Complex Needs Worker which was found to not receive appropriate levels of referrals to enable the service to be sustainable. These contracts ended February 2025.
- 5.1.4. During the recommissioning of the Young People Pathway the 'Womens Only service' did not receive any bids which met the required threshold for the quality assessment. As such these bids could not progress through the evaluation process. Therefore a separate procurement process may be carried out to recommission these services.
- 5.1.5. The LGBTQ contract within the pathway will as In accordance with contract standing (CSO) 10.02.1, be varied and extended therefore will continue to be delivered.
- 5.1.6. It should be noted that the inability to procure these types of specialist service could have significant equality and social justice implications, particularly for vulnerable and marginalised groups. Some of the EQIA risks of not being able to procure the following YP Services are as follows:
- 5.1.7. Young Women Only**
- 5.1.8. Young women, especially those fleeing domestic abuse, or at risk of sexual exploitation, often require gender-sensitive support that mixed-gender services may not adequately provide. Many young women feel safer and more able to engage in recovery in women-only spaces. Removing this option can re-traumatise individuals or deter them from seeking help.
- 5.1.9. Without access to dedicated supported housing, young women may:
- 5.1.10. End up in unsafe or unsuitable accommodation.
- 5.1.11. Be forced to return to abusive environments.
- 5.1.12. Experience street homelessness, which increases vulnerability to violence and exploitation.
- 5.1.13. Supported housing often provides more than shelter—it includes education, employment support, life skills training, and mental health support. Losing access

to these services can widen existing inequalities, making it harder for young women to achieve independence and stability.

- 5.1.14. Under the Equality Act 2010 (UK), public bodies have a duty to eliminate discrimination, advance equality of opportunity and foster good relations between different groups. Therefore, not re-commissioning such a service could be seen as failing to meet these duties, especially if no suitable alternatives are provided.
- 5.1.15. In the event the young women's service has to end and service users need to be decanted we will mitigate risk of client displacement into inappropriate services by:
- 5.1.16. Utilising the women's only provision via our internally delivered Women only services such as Burgoyne Road and Ella house. Using these services to move existing services users ensuring the support delivered is appropriate and can meet the needs of young women.
- 5.1.17. Ensuring appropriate risk associated with this client group are assessed i.e. risk of exploitation
- 5.1.18. Ensuring we seek to develop intergenerational schemes that are supportive and empowering to young women
- 5.1.19. Family Mediation and Reunification**
- 5.1.20. Young people estranged from their families are at higher risk of, Homelessness, Mental health issues, Poor educational outcomes and Involvement with the criminal justice system and without support services, these risks are exacerbated, deepening existing inequalities.
- 5.1.21. Young people in care or at risk of entering care are more likely to experience family breakdowns. As referrals to this provision came via the Edge of Care Panel, with some YP being care experienced, means without mediation and reunification services, these young people may remain in care longer, experience repeated placements or end up leaving their family homes thereby requiring full duty from CYPS.
- 5.1.22. Data indicates:
- 5.1.23. ethnic minority families and those with language barriers may face additional challenges in navigating family conflict without culturally competent mediation.
- 5.1.24. The absence of early intervention services can lead to higher long-term costs for social care, health, and justice systems thereby undermining efforts to promote equality of opportunity and social mobility.

## **5.2.b. Intersectionality**

- 5.2.1. Common explanations for why people experience homelessness includes poverty, substance abuse, mental illness, and lack of affordable housing. These risks intersect, though, with protected characteristics, such sexual orientation, gender, race, disability, and age, to create unique systems of discrimination.
- 5.2.2. From the use of official statistics and people sharing their lived experiences we know people who experience homelessness and rough sleeping are likely to belong to more than one protected group and that it is therefore crucial to assess vulnerability through an intersectional lens to better account for the multiple positions of disadvantage faced by people who experience homelessness.
- 5.2.3. Against Violence and Abuse (AVA) in their evaluation of women's homelessness found LGBTQ+ women, Black and minoritised women, migrant women and women living with disability/ies face additional barriers to support and access to housing. They are also likely to face greater disadvantage in the labour market which might leave them more vulnerable to financial instability and homelessness.
- 5.2.4. Data demonstrates intersection between disability and other protected characteristics. As noted, before, in Haringey, 3% of people of Black or Black British ethnicity have a diagnosis of serious mental illness, higher than other ethnic groups. BAME groups are also more likely to be diagnosed with a psychotic disorder. (Haringey JSNA data – Adult Mental Health April 2019).

- 5.2.5. Furthermore, data indicates intersection between sexual orientation, and Mental health. The LGBTQI+ Healthwatch survey also found the majority (85%) had sleeping problems in the last twelve months, 26% had suicidal thoughts and 20% did self-harm. Also 54% reported feeling depressed and 46% suffered with anxiety. Also 15% had Personality Disorder and 15% had Post Traumatic Stress Disorder.
- 5.2.6. The YP pathway should have a positive impact on these client groups by enabling easier access, targeting support to those in need, providing specialist services and by addressing the inequality experienced through trauma informed intersectional lens.
- 5.2.7. The specialist provision we are seeking to re-commission goes to ensuring that the needs of individuals across the spectrum of protected groups will be catered for.
- 5.3.c. Data Gaps**
- 5.3.1. Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this
- 5.3.2. Where appropriate we have consulted with relevant groups including YP who are identified with a disability in respect of experiencing mental ill health. May YP in support service can be identified has having intersecting needs. With this in mind we feel we have managed to consult with as many relevant groups as possible this process.
- 5.3.3. The act of performing this Equality Impact Assessment has shown that there are various gaps in recording within services commissioned by Haringey's Housing Related Support team. This is likely, in part, due to incomplete data migration from externally held databases onto Haringey's preferred system.
- 6. Overall impact of the policy for the Public Sector Equality Duty**
- 6.1. Summarise the key implications of the decision for people with protected characteristics.
- 6.2. HRS are committed to better understanding the interactions of YP who are at risk of rough sleeping and using this evidence to inform our interventions. The proposal to re-commission YP Pathway services would not result in direct/indirect discrimination for any group that shares the protected characteristics.
- 6.3. **Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?**
- 6.4. The re-commissioning of the YP Pathway in particular it's specialist YP provision will enable equality of access for those groups who have been identified to have specific needs/vulnerabilities and share protected characteristics and those who do not. This will be implemented by continuing to ensure non specialist provision to supported accommodation is made available to both cohorts of vulnerable YP.
- 6.5. **Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?**
- 6.6. Services commissioned to deliver YP pathway services will also help to foster good relations between groups who share and do not share protected characteristics by having specific and tailored policies and procedures around discrimination, bullying and abuse as well as delivering supportive interventions and activities for service users around violence and abuse, hate crime, consent, and personal boundaries.
- 6.7. The proposal to re-commission the pathway will not result in identified direct or indirect discrimination for any group that shares the relevant protected characteristics.

## 7. Amendments and mitigations

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

7.1.1. Further information on responding to identified impacts is contained within accompanying EQIA guidance.

7.1.2. Please delete Y/N as applicable

7.1.3. **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.

7.1.4. 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 Y/N

7.1.5. **[Not applicable].**

7.1.6. **Adjust the proposal:** the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below Y/N

7.1.7. **[Not applicable].**

7.1.8. **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. Y/N

7.1.9. **[Not applicable].**

### 7.2.b. 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?

7.2.1. Action:

7.2.2. **[Not applicable].**

7.2.3. Lead officer:

**[Lorraine Watson].**

7.2.4. Timescale:

**[TBA by Strategic Procurement].**

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

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

7.2.7. **[Not applicable].**

## 7.3. Ongoing monitoring

7.3.1. **Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.**

7.3.2. **Who will be responsible for the monitoring?**

7.3.3. YP Commissioning Officer

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

7.3.5. Data sources mentioned above will be reviewed on an annual basis.

7.3.6. **When the policy will be reviewed and what evidence could trigger an early revision**

**7.3.7.** The YP Pathway and achievement of the KPI's will be reviewed on an annual basis via YP Synopsis. Early revision will only be considered on an individual contract basis.

**7.3.8.** **How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?**

**7.3.9.** On an ongoing basis we will ensure the voices, insights, and experiences of YP people with protected characteristics continue to feed into the contract monitoring systems in place. We will continue to work with the Young Adults service in an attempt to work with YP who will become involved in contract monitoring by speaking to YP who live in our accommodation services. Further imbedding co-production within the fabric, the commissioning function.

**7.3.10.** **Date of EQIA monitoring review:**

## **8. Authorisation**

8.1. EQIA approved by (Assistant Director/ Director)[**Sara Sutton/Maddie Watkins**].  
8.1.a. Date [ ].

## **9. Publication**

9.1. Please ensure the completed EQIA is published in accordance with the Council's policy.  
9.2. Please contact the Policy & Strategy Team for any feedback on the EQIA process.