Version 1: Equality Impact Assessment (EQIA): Education 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:
   o Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
   o Advance equality of opportunity between people who share protected characteristics and people who do not
   o 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: Education Strategy 2025-2028
Service Area: Schools and Learning
Officer Completing Assessment Nick Shasha
Equalities Advisor: Jessica Russell
Cabinet meeting date (if applicable) 16th September
2025 Director/ Assistant Director Jane Edwards

2. Executive summary

The **Haringey Education Strategy 2025-2028** is a borough-wide strategic framework designed to improve outcomes for young people aged **0-19**. Its strategic vision encompasses 8 priorities:

1. Ensure that every child and young person has a pathway for their future and their success and all that entails. 2. Ensure that key transition points in a child's education are well defined and support their needs. 3. Ensure that the views and thoughts of children, young people, and their families are captured and inform our strategy and work in our settings. 4. Ensure strong leadership at every level to maintain and improve the excellent educational opportunities in Haringey. 5. Explore collaboration and sustainability opportunities fully, creating resilience in our smaller schools. 6. Ensure that school communities are green. 7. Support children and young people to ensure their resilience and well-being, including their physical, emotional, and mental health. 8. Implement a digital learning strategy across Haringey that supports learning whether at school, at home, or in their local communities.

Results of Equality Impact Analysis:

The strategy is likely to have **positive equality impacts across all protected characteristics**, particularly for:
   o Young people from **Black and other ethnic minority** backgrounds (addressing disproportionality in exclusion)
   o Young people with **SEND** (through tailored services and youth voice representation)
   o **Boys in relation to over-representation in suspensions/exclusions**
   o **LGBTQ+ youth** and those from **low-income backgrounds**, though improvements in targeted support and representation are needed (in relation to exclusions).

To minimise any emerging impacts, the strategy will be regularly monitored and adjusted if needed to include:
- o Disaggregated equality monitoring
- o Inclusive youth co-production practices
- o Training for staff in cultural competence and inclusion
- o Ongoing representation of protected groups in governance (e.g. Youth Council)

Next Steps:
- o The strategy will be **formally reviewed at midpoint (2026)** and again in 2028, with **early review mechanisms** in place if disproportionate impacts emerge
- o An **implementation plan** will detail specific actions, responsibilities, and timescales for inclusive delivery
- o **Ongoing engagement and co-production** will be maintained through youth panels, VCS partnerships, and community outreach
- o The **EQIA will be refreshed as part of the midpoint strategy review**, or earlier if significant service changes are proposed.

The Education Strategy positions Haringey to ensure all children across the borough will be happy and heathy as they grow up, feeling safe and secure in their family, networks and communities.

2. Co-production and engagement

The Strategy has been co-produced through extensive consultation with a wide range of stakeholders, including school leaders, governing boards, community groups, and relevant Council services. Input was also sought from the Inclusion Steering Group, the local area SEND partnership, and other advisory bodies. Multiple drafts were circulated for feedback, culminating in the final version presented at **Appendix 1**.

The Strategy is scheduled for publication and promotion following approval for implementation by Council's Cabinet in September. It will be disseminated across all official Haringey Council digital platforms, including the Council's website and social media channels. This launch will be accompanied by a child-friendly summary document, designed to ensure broad accessibility and engagement with children and young people.

In addition to digital promotion, the Strategy will be featured in the following Council newsletters and bulletins:

- Member's Weekly Update
- Haringey People Extra
- Schools Newsletter
- SEND Newsletter
- Home Zone Newsletter

A dedicated landing page will be created to host promotional content, including a video message from the Cabinet Member for Children, Schools & Families and the Director of Children's Services. This video will outline the vision, strategic priorities, and aspirations for children and young people in Haringey.

These communication channels have been selected to ensure comprehensive awareness of the Strategy's launch among residents, stakeholders, educational providers, and partners both within and beyond the borough.

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.

The Education Strategy has been assessed for impact against the following protected characteristics under the Equality Act. This Equality Impact Assessment will be kept under review and updated as appropriate as part of monitoring and evaluation processes.

- o **Age**
- o **Disability/SEND**
- o **Marriage and Civil Partnership**
- o **Pregnancy and Maternity**
- o **Race/Ethnicity**
- o **Religion or belief**
- o **Sex / Sexual orientation and gender identity**
- o **Socioeconomic status**

3. **Age**: **Data and Impact Analysis**
 Please consider how the proposed change will affect people with protected characteristics.

 Age Data
Borough Profile[1]
- o 54,422: 0-17 (21%)
- o 71,660: 18-34 (27%)
- o 63,930: 35-49 (24%)
- o 46,516: 50-64 (18%)
- o 27,706: 65+ (10%)

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

Target Population Profile:
The strategy is targeted at young people aged **0-19**, including statutory youth (13–19).
What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- o Haringey Education Strategy
- o Haringey SEND strategy
- o Haringey Early Years strategy
- o **Haringey Youth Strategy 2025–2030** Needs Assessment

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 group** and face **disproportionate levels of need**, especially in the east of the borough. Young people are overrepresented in:

- o **Low level of happiness with life**, particularly for those under 18 (Source: ONS UK Measures of National Wellbeing)
- o **Barriers to participation** in community life and activities (Source: SQW report)
- o Risks such as **exclusion, violence, mental health concerns, and poverty**

b) **Disproportionate Impact due to Age-related Needs:**
Yes. Young people require:

- o **Safe, welcoming places** for socialisation and learning

- o **Tailored support** during key life transitions (e.g. leaving school, care, or entering employment)
- o 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).

- o **Positive Impacts:**
- o The Haringey Education Strategy 2025–2028 is explicitly designed to meet the needs of young people aged 0–19, and its implementation is expected to bring about several tangible improvements in their lives:
- o **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.
- o **Increased Awareness and Visibility of Opportunities:**
  Through the Haringey Deal children and young people will be at the core of our work, and we see them as partners in the education process. With increased collaboration and participation, we can achieve more together. We will engage with our learners and their families to hear their thoughts and views and reflect these in changes to our services and strategies.
- o **Greater Participation and Voice:**
  We are 'Developing Young Voice' – a way of engaging with young people as decision makers. We can provide the best, inclusive outcomes for all children and young people by schools and settings working in partnerships with each other and with all agencies working with children and families. We will listen to our staff and partners and include them in decision making.
- o **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.
- o **Neutral Impacts:**
- o 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.
- o **Potential Negative Impacts (and Mitigations):**
- o **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 0–19 age range. For example, younger teens may find some services too mature, while older youth may find them too basic. And services for Early Years will need to be tailored appropriately.
- o **Mitigation:**
  The implementation plan will include age-specific service design, staff training, and feedback loops to ensure that programming is developmentally appropriate.
- o **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.
- o **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.

4. Disability
Data
Borough Profile
- o Disabled under Equality Act – 13.7%[2]
  - o Day to day activities limited a lot – 6.1%
  - o Day to day activities limited a little – 7.5%
- o 7.5% of residents people diagnosed with depression[3]
- o 1.7% of residents diagnosed with a severe mental illness[4]

- 0.4% of people in Haringey have a learning disability[5]
- 2,973 children and young people currently have an Educational Care and Health plan (2025 School Place planning report)
- 19% of the youth population in Haringey have special educational needs and disabilities (5.6% EHCP and 13.1% SEN Support) – Haringey Education Strategy 2025-2028

[2] Census, 2021 – Disability, England and Wales - Office for National Statistics (ons.gov.uk)
[3] NHS Quality Outcomes Framework – Prevalence of diagnosed depression among GP registered population age 18+
[4] NHS Quality Outcomes Framework – Prevalence of diagnosed mental health diagnosis among GP registered population age 18+
[5] PHE Learning disability profiles – https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014

Target Population Profile

Young people with SEND and disabilities aged 0-19, including those with physical, learning, and mental health conditions.

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

- Findings from Safety Valve programme work
- Feedback from the Parents and Carers forum (SEND Power)
- Incorporate findings and recommendations from the Haringey SEND Improvement Plan 2024-2025 which is currently being reviewed
- 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 the overall target group. Moreover the following SEN types have seen exponential growth:

- Autistic Spectrum Disorder – ASD (primary and secondary)
- SEMH (Secondary) and speech, language and communication needs – SLCN (primary and secondary)
- Social, Emotional and Mental Health – SEMH (Secondary)

b) **Disproportionate Impact due to Disability-related Needs:**
Yes. These include:

- Accessible environments
- Specialist support and mentoring
- Tailored communication and engagement formats
  These can be mitigated by the following:
- Suitable provision in existing primary and secondary settings as well as boosting capacity in SEND settings and nurture hubs

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 Education Strategy 2025–2028 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:
- **Greater Representation and Voice:**
  Feedback from the Parents and Carers forum (SEND Power)
  Incorporate findings and recommendations from the Haringey SEND Improvement Plan 2024-2025 which is currently being reviewed
  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 with 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.

5. 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 [7]
- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

Young people aged 0–19 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?

- o Strategy scope and definition of youth cohort (0–19)
- o No direct reference to marital or civil partnership status in Education Strategy content

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. 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
- o **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**
- o **Neutral:** Strategy neither discriminates against nor directly supports this characteristic
- o **Negative:** None identified
- o **Safeguarding caveat:** In rare cases where early marriage may present safeguarding concerns, these are addressed through existing frameworks

[7] Census, 2021 – Marriage and civil partnership status in England and Wales - Office for National Statistics (ons.gov.uk)

6. Pregnancy and Maternity
Note[8]:
- o Pregnancy is the condition of being pregnant or expecting a baby.
- o Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Data
Borough Profile [9]
Live Births in Haringey 2021: 3,376

Target Population Profile

The strategy targets young people aged **0-19**, a cohort that may include:
- o Teenage girls who are **pregnant or young mothers**
- o Young fathers
- o 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?

Data from schools and NHS and Youth Strategy 2025–2030, including:

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

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 Education Strategy and recent national data on teenage pregnancies have shown significant decline (the conception rate for women under 18 in England and Wales fell from 30.9 per 1,000 women in 2011 to 13.2 in 2021, ONS). However, it recognises that young people experiencing vulnerability (including those with caring responsibilities or at risk of disengagement 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.

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[8] Equality and Human Rights Commission, 2022 – Pregnancy and maternity discrimination.
[9] Births by Borough (ONS)

b) **Disproportionate Impact due to Characteristic-Related Need**
Yes. Young people who are pregnant or parenting may have:

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

The strategy supports these needs through:

- o Integration with the Early Help Strategy, which prioritises parenting support, safeguarding, and targeted interventions
- o Use of Family Hubs, which offer support from pregnancy through to young adulthood
- o 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**:
  - o 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
  - o Strategy commitments to safe, inclusive environments may reduce stigma and promote participation
  - o Emphasis on supporting transitions into adulthood includes education and employment pathways, which are key for young parents

- **Negative**:
  - o There are no known negative policy implications, but potential risks are outlined below:

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 ser- vices, and pathways into education or employment. These frameworks are designed to be flexible and inclusive, even if not youth-specific.

- **Targeted Signposting:**
  Staff can signpost relevant council services to young parents including 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.

7. Race

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

Data
Borough Profile [11]
<u>Arab:</u> **1.0%**
- Any other ethnic group: 8.7%

<u>Asian:</u> **8.7%**
- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

<u>Black:</u> **17.6%**
- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

<u>Mixed:</u> **7.0%**
- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

<u>White</u>: **57.0% in total**
- o English/Welsh/Scottish/Norther Irish/British: 31.9%
- o Irish: 2.2%
- o Gypsy or Irish Traveller: 0.1%
- o Roma: 0.8%
- o Other White: 22.1%

[10] Race discrimination | Equality and Human Rights Commission (equalityhumanrights.com)
[11] Census 2021 - Ethnic group, England and Wales - Office for National Statistics (ons.gov.uk)

Target Population Profile

The Education Strategy targets young people aged 0-19, 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 0-19 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?

- o **Attainment data (Key Stage 1 (Phonics), KS2, KS4, KS4 Progress 8 and KS5) by broad ethnicity**
- o **School suspensions and exclusion data by broad ethnicity**
- o **School attendance data by broad ethnicity**
- o **Young People at Risk Strategy Evidence Base** (embedded in the Youth Strategy)
- o **Youth engagement feedback** from Borough Vision, Tottenham Voices, and Wood Green 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?
- 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:

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

The Strategy also identifies that pupils from a Turkish/Kurdish background do not do as well as their peers in Early Years and KS2 but make good progress in Secondary. It also identifies that pupils from a Irish traveller or Gypsy/Roma background have higher rates of absence.

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

- o Fears about **gangs and community safety**
- o Limited access to **outdoor space**
- o Less awareness or engagement with youth services, per the findings revealed during the Youth Strategy consultation

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:

o Certain ethnic communities may face **cultural barriers** or underrepresentation in service design
o Racism, structural disadvantage, and mistrust in institutions **undermine participation and wellbeing**

Efforts to meet these needs include:

o **Development of the Haringey inclusion charter** (schools and local authority collaboration) which will aim to ensure all pupils have access to a broad, rich and inclusive curriculum wherever they access their education and will secure a commitment from all our settings to meeting the needs of all our learners and reflecting the rich and diverse backgrounds of our community
o **Targeted youth support and hubs** in ethnically diverse areas
o A commitment to **inclusive engagement** and youth voice
o Building a **diverse youth workforce** and encouraging **peer-led participation**
o Inclusion of cultural and identity-based programmes via arts, mentoring, and safe spaces
o There is a need for **targeted interventions** in areas with high ethnic minority populations, particularly after-school provision (3–6pm), to reduce risk exposure

Potential Impacts

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

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

- **Neutral**:

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

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

  o If culturally responsive delivery is not implemented consistently, some ethnic minority youth may **remain disengaged**
  o **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.

8. Religion or belief
Data Borough Profile [12]
o Christian: 39%
o Buddhist: 0.9%
o Hindu:1.3%
o Jewish: 3.6%
o Muslim: 12.6%
o No religion: 31.6%
o Other religion: 2.3%
o Religion not stated: 8.0%
o Sikh: 0.3%

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[12] Census, 2021 – Religion, England and Wales - Office for National Statistics (ons.gov.uk)

Target Population Profile
While the strategy does not provide a detailed religious breakdown of the 0–19 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?
- o Census 2021 data as above
- o Engagement findings where relevant
- o Inclusion of cultural diversity as a strategic theme in the **Arts and Culture Strategy 2024–2028** (referenced within the Youth Strategy)
- o Recognition of the need for targeted provision for specific communities
- o Commitments to **inclusive, accessible, and culturally responsive services**

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

- **Positive**:
- o The strategy promotes **inclusive and culturally sensitive provision**, especially in youth hubs and creative programmes
- o Emphasis on **safe spaces** ensures that young people of all faiths can participate without fear of discrimination
- o **Community-led provision** by VCS partners may allow more faith-informed or culturally appropriate activities to take place
- o **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**:
- o The strategy **does not reference any single faith** group directly in service delivery, aiming instead for broad inclusivity
- o Services are not faith-specific but are designed to be **accessible across belief systems**

- **Negative (risks if unaddressed)**:
- o Without explicit consideration, **faith-related needs (e.g. dietary requirements, space for prayer, gender-specific sessions)** may be overlooked in service planning
- o 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 its 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.

9. Sex Data
Borough profile [13]
- o Females: (51.8%)
- o Males: (48.2%)

Target Population Profile

The strategy targets young people aged 0-19, who are expected to mirror the borough-wide sex profile:

o 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?

- o Data on development at the end of Reception year by sex
- o Data on Key Stage 1 KS1 (Phonics), KS2, KS4, KS4 Progress 8 and KS5 by sex
- o Data on suspensions and exclusions by sex
- o Data on NEET (not in education, employment or training) levels by sex

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 0-19 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** are overrepresented in:

  - o **Serious youth violence** (75% of victims are male)
  - o School exclusions and contact with youth justice services
  - o Lower levels of development at the end of Reception year compared to Females
  - o Lower performance at Key Stage 1 KS1 (Phonics), KS2, KS4, KS4 Progress 8 and KS5 compared to Females
  - o Higher levels of suspensions and exclusions compared to Females
  - o Higher levels of NEET (not in education, employment or training) compared to Females
- **Females** more frequently report:

  - o **Concerns about personal safety**, particularly around gang activity and harassment
  - o Experiences related to **violence against women and girls (VAWG)**, which was raised as a priority in youth engagement
  - o **Lower levels of participation** in some public or mixed-gender spaces due to safety concerns

[13] Census 2021 – Gender identity: age and sex, England and Wales - Office for National Statistics (ons.gov.uk)

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

Yes. Sex-specific needs are acknowledged and partially addressed. – see Positive points below

Potential Impacts

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

- **Positive**:
  - o Focus on improving in attainment for Males (development at end of Reception and Key Stage 1 KS1 (Phonics), KS2, KS4, KS4 Progress 8 and KS5)
  - o Focus on lower levels of suspensions and exclusions for Males
  - o Focus on reducing levels of NEET (not in education, employment or training) levels for Males
  - o Opportunity to address the **overrepresentation of young men in violence and exclusion statistics** through targeted youth work and early intervention
  - o Civic participation structures (Youth Panel, Youth Council) open to all sexes and gender identities, encouraging equal voice and leadership

- **Neutral**:
    - None known

- **Negative (risks if unaddressed)**:
    - None anticipated

10. Socioeconomic Status Data
Borough profile
Income
- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023[15]
- 19.6% of residents were claiming Universal Credit as of March 2023[16]
- 29.3% of jobs in Haringey are paid below the London Living Wage[17]

Educational Attainment
- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)[18]
- 3.7% of Haringey's working age population had no qualifications as of 2021[19]
- 5.0% were qualified to level one only[20]

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

Target Population Profile

[15] ONS – ONS Claimant Count
[16] DWP, StatXplore – Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK (www.gov.uk)
[17] ONS – Annual Survey of Hours and Earnings (ASHE) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics
[18] DfE – GCSE attainment and progress 8 scores
[19] LG Inform – Data and reports | LG Inform (local.gov.uk)
[20] LG Inform – Data and reports | LG Inform (local.gov.uk)
[21] IMD 2019 – English indices of deprivation 2019 - GOV.UK (www.gov.uk)

The Education Strategy targets young people aged **0-19**, 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 children and young people in this cohort are not provided, the strategy consistently highlights differences in outcomes and experience in some of the borough's more deprived wards and more generally through the typical differences between the East and West of the borough. The strategy is also aware of how young people often live in one part of the borough and travel to another to access educational services.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?
- Data on development at the end of Reception year by LA ward
- Data on Key Stage 1 KS1 (Phonics), KS2, KS4, KS4 Progress 8 and KS5 by LA ward
- Data on suspensions and exclusions by LA ward
- Data on NEET (not in education, employment or training) levels by LA ward
- Data on how AI (Artificial Intelligence) is being rolled out equally across the borough
- **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

In addition, data on youth poverty, NEET rates, access to healthy food and green spaces, digital exclusion integration with Family Hubs, Early Help, and succeed of wider place-based strategies can all be

considered.

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 children and young adults from low-income households are overrepresented in the areas targeted by the Education 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 may be more likely to experience:
    o Lower levels of development at the end of Reception year
    o Lower levels of progress at Key Stage 1 (KS1 - Phonics), KS2, KS4, KS4 Progress 8 and KS5 by LA ward
    o Higher levels of suspensions and exclusions
    o Higher levels of NEET (not in education, employment or training)

Unemployment or NEET status (Haringey's NEET rate is 4.7% vs. 3.4% London average)
    o Limited access to **safe outdoor spaces** or **affordable extracurricular activities**
    o **Digital poverty**, affecting engagement and access to services
    o Lower awareness of available youth services, a finding from the Youth Strategy consultation

b) **Disproportionate Impact due to Socioeconomic-Related Needs**
Yes. The strategy recognises that young children and young adults experiencing poverty face **compounded barriers** to engagement, wellbeing, and progression. It addresses these through:

    o Enhanced investment in AI tools and digital learning in parts of the borough that suffer higher levels of deprivation. Ensuring that the least well-resourced pupils in the most deprived areas will get the same level of access as pupils across the borough
    o Free and inclusive youth hubs, including in under-served areas like Bruce Grove and Wood Green, including a mobile youth offer.
    o A centralised, publicly available youth offer directory, improving visibility
    o Early intervention via Family Hubs, linking families to employment, housing, and food support
    o Focus on skills, employment, and mentoring to help young people move into meaningful work
    o Plans for increased collaboration with VCSE partners, many of whom serve economically disadvantaged communities

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

- **Positive**:
    o Strong alignment with need: the strategy **prioritises areas and populations experiencing the most economic disadvantage**
    o Free and inclusive youth provision reduces **cost barriers** to participation
    o Enhanced pathways into **education, employment, and training**
    o Focus on **reducing risk exposure** during vulnerable after-school hours (3–6pm) in deprived areas
    o 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)**:

  o If investment is not sustained or targeted outreach is not robust, **disparities in access** may persist
  o Risk of **digital exclusion** if the online youth offer is not complemented by in-person outreach or support for non-digital users
  o Strategy lacks **granular impact monitoring** by income status, which could limit progress tracking

11. Key Impacts Summary
5a. Outline the key findings of your data analysis. <mark>THIS SECTION TO BE UPDATED FOLLOWING LAUNCH OF THE STRATEGY AND AFTER FURTHER CONSULTATION AND ENGAGEMENT ACTIVTIES HAVE BEEN UNDERTAKEN</mark> :

The **Haringey Education Strategy 2025–2028** is strongly aligned with the needs of Haringey's diverse youth population. Key findings from the strategy's data and engagement include:

a. **Age**
b. **Disability/SEND**
c. **Marriage and Civil Partnership**
d. **Pregnancy and Maternity**
e. **Race/Ethnicity**
f. **Religion or belief**
g. **Sex / Sexual orientation and gender identity**
h. **Socioeconomic status**

Intersectionality
o Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
o 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.
o 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**. Key intersectional impacts include:

o **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.
o **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.
o **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.
o **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 but success will depend on inclusive delivery and robust monitoring.

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 data and consultation with stakeholders, some **data and consultation**

gaps remain: . <mark>THIS SECTION TO BE UPDATED FOLLOWING LAUNCH OF THE STRATEGY AND AFTER FURTHER CONSULTATION AND ENGAGEMENT ACTIVTIES HAVE BEEN UNDERTAKEN</mark>

    i. **Age**
    j. **Disability/SEND**
    k. **Marriage and Civil Partnership**
    l. **Pregnancy and Maternity**
    m. **Race/Ethnicity**
    n. **Religion or belief**
    o. **Sex / Sexual orientation and gender identity**
    p. **Socioeconomic status**

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

12. 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 Education Strategy 2025–2028** has a strong equality and inclusion focus and is likely to have a **positive overall impact** on children and young 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 0–19. However, there are **risks** that certain needs 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:

- o Co-located, inclusive youth hubs where young people from different backgrounds can interact safely
- o Arts, sports, and cultural programmes that celebrate **diversity and shared experiences**
- o Peer-led engagement and youth ambassador roles that build mutual understanding across groups
- o 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.

13. Amendments and mitigations

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.. 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.

- o **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.

- o **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.

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:

- o Monitoring key performance data on exclusions, Key Stage progress and other data items as mentioned in each specific section above
- o Introduce **disaggregated impact monitoring** (e.g. by race, gender, disability, sexual orientation) to track outcomes across protected groups.
- o Ensure future youth engagement and co-production activities explicitly include **young parents, religious groups, and underrepresented ethnic communities** (e.g. Roma, Somali).

- o Embed **mandatory inclusion and cultural competence training** for all youth service providers and partners.
- o Strengthen accountability by requiring **youth hubs and funded services to demonstrate inclusive design and participation**.
- o Explore **additional targeted provision or partnerships** where gaps persist (e.g. safe spaces, faith-informed services).

Lead officer: **Jane Edwards**

Timescale: 2025 – 2028 - 3 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 Education Strategy 2025–2028 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:

- o **Limited baseline data** disaggregated by protected characteristics, which reduces the ability to immediately tailor all interventions
- o **Resource constraints** in scaling highly targeted provision borough-wide for every vulnerable subgroup from the outset
- o 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.

14. 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 Director, Schools & Learning, in collaboration with:

- o The **Council's Equalities Team**
- o Strategic partners involved in delivery (e.g. Family Hubs, Early Help, VCS providers)
- o **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:

- o Service uptake and outcomes **disaggregated by protected characteristics** (e.g. age, disability, race, gender, sexual orientation, SEND status)
- o Youth survey results and ongoing **feedback mechanisms**
- o Participation rates in **youth hubs, mentoring, and employment programmes**
- o 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 (Q4 2026)** and again at **end of term (2028)**. However, an **early revision** may be triggered by:

- o A significant drop in engagement or satisfaction among any protected group
- o New national or local data revealing gaps in equity or outcomes
- o Feedback from Youth Council or community-led forums raising concerns about access or inclusion
- o Any other data or finding that raises significant concerns

Participation of our 0-19 population is central to monitoring and delivery. The strategy commits to:

- o Continuing co-production with groups such as **Elevated Youth** (SEND), **Aspire** (care leavers), and other underrepresented communities
- o Hosting regular **localised listening events**, focus groups, and advisory panels
- o 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: Half way through implementation (Q4 2026)

15. Authorisation

EQIA approved by (Corporate Director/ Director)   **Jane Edwards**

Date   TBA

16. 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.