

## 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/fait, 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>ASB Policy and Good Neighbourhood Management Policy</b>
<b>Service Area:</b>	<b>ASB and Tenancy Management</b>
<b>Officer Completing Assessment:</b>	<b>Max Tolley</b>
<b>Equalities Advisor:</b>	<b>Elliot Sinnhuber</b>
<b>Cabinet meeting date (if applicable):</b>	<b>December 2025</b>
<b>Director/Assistant Director</b>	<b>Eubert Malcolm - Director of Environment</b>

### 2. Executive summary

The **Anti-Social Behaviour (ASB) Policy** and **Good Neighbourhood Management Policy** are being assessed under the same Equality Impact Assessment due to the similarities between both documents and their joint focus on the management of ASB in Haringey.

The **ASB Policy** applies to all Haringey residents including businesses, and visitors in the borough whereas the **Good Neighbourhood Management Policy** only applies to Haringey Council tenants and leaseholders. Both will be new Council policies consolidating existing operational practice into concise documents.

The ASB policy outlines Haringey Council's response to tackling ASB in public spaces, as well as the way we deal with ASB in the homes and neighbourhoods we manage as a social landlord (Registered Provider of Social Housing). The Good Neighbourhood Management Policy covers cases that don't meet the threshold for ASB intervention or a breach of tenancy and outlines how we will respond to those behaviours.

The ASB policy makes the following changes which are likely to have the most positive impact on Haringey residents including businesses, and visitors in the borough with the protected characteristics of age, disability, religion and race because it does the following:

- Outlines that hate and racism find no refuge in Haringey and confirms that the policy should be read in conjunction with the Council's dedicated strategy for tackling hate crime.
- Confirms that the Council work closely with our mental health partners at North London Foundation Trust sharing concerns about vulnerable persons where mental health may be indicated in ASB, so that they may be appropriately assessed and supported.

The Good Neighbourhood Management policy makes the following changes which are likely to have the most positive impact on Haringey Council tenants and leaseholders with the protected characteristics of age and disability because it does the following:

- Recognising that some tenants or leaseholders, who have particular support or medical needs, may find it more challenging to manage neighbour disputes because of these issues.
- Where this is the case, the Council's Tenancy Management team will consider whether additional support with managing a neighbour dispute may be required and whether they need to help the resident in understanding how their behaviour could be adapted to help resolve the situation.

Data from the 2021 Census data has been used to inform this EQIA in assessing how the proposed ASB policy will affect people with protected characteristics in Haringey and how the proposed Good Neighbourhood Management Policy will affect people with protected characteristics amongst the Council's tenant population.

The findings included that Haringey has a population gender split of males 51.8% to females 48.2%. There are 54,422 children in Haringey aged 0-17 years, representing 21% of the population. Haringey has 27,706 residents aged 65+ (10%). 65.1% of the Haringey population are from a BME group or Other White ethnic groups compared to 60.9% in London. Around 17.6% of residents in Haringey are from Black ethnic groups and one in eleven are Asian (8.7%).

The findings included that Haringey Council's tenant population compared to the wider borough population has a significantly higher proportion of young people (under 24) and older people (over 50) and a significantly higher proportion of individuals who are disabled under the Equality Act (2010). There is a significantly higher proportion of

individuals who identify as Muslim, and slightly higher proportion of individuals who identify as Christian, Buddhist or another religion. There is a significantly lower proportion of tenants who don't associate with any religion or identify as Jewish, Hindu or Sikh. There is also a significantly higher proportion of female individuals.

### **3. Consultation and engagement**

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

We engaged with Haringey residents through attending two meetings of the Resident Voice Board near the start of the policy development process and towards the end. These sessions ensured that the views of a wide range of tenants including those with the protected characteristics of age, disability and race were represented in the policy development process.

We engaged with Councillors on the policies through briefing the Cabinet members for community safety and for housing and planning. We also shared the policies with the Council's scrutiny committees for their feedback and attended a meeting of the Culture, Community Safety & Environment Scrutiny Panel where members shared their feedback on both policies.

We also carried out wide ranging engagement with council staff with the policies evolving as part of this engagement.

A consultation on both policies was held on [www.haringeyasb.commonplace.is](http://www.haringeyasb.commonplace.is) and ran from 8<sup>th</sup> August to 2<sup>nd</sup> October 2025. The Anti-Social Behaviour Policy Consultation received 69 responses, and the Good Neighbourhood Management Policy received 9 responses. Some of the points made in the consultation responses are not directly addressed in the policy. This is because for example, licensing matters are either covered by the Licensing Act 2003 and included within the Council's Licensing policy or public urination and defecation are included in the Borough wide Public Spaces Protection Order. Following the approval of the policy, the Council are planning to make improvements to the Council's ASB webpages and prepare a noise nuisance protocol and cuckooing policy over the coming months. Appendix 3 has a full analysis of the consultation responses received for both policies.

3b. Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

We attended meetings of the Council's Resident Voice Board on 20 March and 15 May 2025. They told us that the ASB policy should include coverage of the following points:

- The importance of addressing ASB in supported housing and the need to outline what the Council's approach was. This included clarifying any preventive action that could be taken to respond to ASB during the initial 12-month introductory period.
- Recognition that providing evidence of incidents can make someone uncomfortable and to emphasise the importance of effective multi-agency partnership working.

We attended a meeting of the Council's Culture, Community Safety & Environment Scrutiny Panel on 28 July 2025. Councillors told us that the ASB policy should include coverage of the following points:

- ASB issues from businesses and the Council's response including links to the Licensing Act 2003
- Outline the roles of the three teams (ASB, tenancy management team and Community safety) and the approach to high or low risk level
- Tenancy needs to be firmer with enforcing tenancy agreements
- Confirming that referrals to housing related support services will be made including for people in Haringey experiencing homelessness and rough sleeping
- Clarifying that when the Council receive reports that should be made to the Police, the Council will advise reporters of how to report it to the appropriate place.
- More detail on the Council's approach to other landlords and ASB.

Councillors told us that the Good Neighbourhood Management Policy should include coverage of the following points:

- Clarifying that the Policy only applied to Council tenants and leaseholders
- Outlining that the Council have the powers to evict a council tenant following a breach of the tenancy agreement for cases of ASB
- Highlighting the process for making complaints and feedback
- Confirming that mediation will be carried out by an officer who has had no prior involvement in the case.

Some of the points made in the consultation responses are not directly addressed in the policy. This is because for example, licensing matters are either covered by the Licensing Act 2003 and included within the Council's Licensing policy or public urination and defecation are included in the Borough wide Public Spaces Protection Order. Following the approval of the policy, the Council are planning to make

improvements to the Council's ASB webpages and prepare a noise nuisance protocol and cuckooing policy over the coming months. Appendix 3 has a full analysis of the consultation responses received for both policies.

## 4. Data and Impact Analysis

**Please consider how the proposed change will affect people with protected characteristics.**

### 4a. Age

#### Data

##### Borough Profile<sup>1</sup>

- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

##### Local Authority Social Rented Tenant Population Profile<sup>2</sup>

- 0 – 15: 7963 (20%)
- 16 – 24: 6120 (16%)
- 25 – 34: 5000 (13%)
- 35 – 49: 6773 (17%)
- 50 – 64: 8365 (21%)
- 65+: 4745 (12%)

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

2021 Census data has been used to identify the age distribution of the borough's total population and the Local Authority Social Rented Tenant Population.

#### 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?**

Haringey Council's tenant population has a significantly higher proportion of young people (under 24) and older people (over 50) than what is observed in the wider borough population.

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

<sup>2</sup> Census, 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data)

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

**Potential impacts**

Positive impact.

We anticipate that both policies will contribute to addressing the fears from the impact of ASB experienced by all age groups such as loss of confidence, difficulty sleeping and anxiety<sup>3</sup> by clarifying the Council's approach to tackling ASB and making it clearer how to report ASB incidents.

The Good Neighbourhood Management Policy should have a positive impact by helping to prevent issues escalating into ASB by providing access to the appropriate advice and tools, encouraging neighbours to work together to resolve any differences.

**4b. Disability**

**Data**

**Borough Profile**

- Disabled under Equality Act – 13.7%<sup>4</sup>
  - Day to day activities limited a lot – 6.1%
  - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression<sup>5</sup>
- 1.7% of residents diagnosed with a severe mental illness<sup>6</sup>
- 0.4% of people in Haringey have a learning disability<sup>7</sup>

**Local Authority Social Rented Tenant Population Profile <sup>8</sup>**

- Disabled under the Equality Act – 22.4% (8729)
  - Day to day activities limited a lot – 12.9% (5040)
  - Day to day activities limited a little – 9,5% (3689)

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

2021 Census data has been used to identify the prevalence of disabilities in the borough's total population and it's social rented tenant population. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

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<sup>3</sup> Home Office, 2023, [Anti-social behaviour: impacts on individuals and local communities](#)

<sup>4</sup> Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

<sup>5</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](#)

<sup>6</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](#)

<sup>7</sup> PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

<sup>8</sup> Census, 2021 - Custom dataset: <https://www.ons.gov.uk/datasets/create/filter-outputs/dda3992e-e16d-420a-a2d2-14a491b30045#get- data>



## **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?**

Haringey Council's tenant population has a significantly higher proportion of individuals who have a disability under the Equality Act (2010) than that observed in the wider borough population.

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

## **Potential Impacts**

Positive impact.

A key objective of the ASB policy is to increase awareness of the importance of reporting ASB to the appropriate organisation and to outline the Council's active promotion of prevention across the borough to foster an environment where ASB is less likely to arise in the first place. We anticipate that these objectives combined with promoting the channels available to support victims in the policy should have a positive impact on disabled residents.

The ASB policy confirms that the Council work closely with our mental health partners at North London Foundation Trust sharing concerns about vulnerable persons where mental health may be indicated in ASB, so that they may be appropriately assessed and supported. It also recognises that the experience of being "cuckooed", which disabled people are particularly at risk from<sup>9</sup>, has a hugely negative impact on the victims. It states that where the Council believe that a tenant has had their home taken over for criminal purposes, they will always contact and work with the Police.

The Good Neighbourhood Management Policy recognises that some tenants or leaseholders, who have support or medical needs, which may fall under the definition of disability may find it more challenging to manage neighbour disputes because of these issues. Where this is the case, the Council's Tenancy Management team will consider whether additional support with managing a neighbour dispute may be needed.

## **4c. Gender Reassignment**

### **Data**

#### **Borough Profile<sup>10</sup>**

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

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<sup>9</sup> Macdonald, S. J. et al. (2022) '[Becoming cuckooed: conceptualising the relationship between disability, home takeovers and criminal exploitation](#)', Disability & Society, 39(2), pp. 485–505. doi: 10.1080/09687599.2022.2071680 .

<sup>10</sup> Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

- Trans woman – 0.1%
- Trans man - 0.1%

### **Social Rented Tenants Population Profile <sup>11</sup>**

- Gender Identity different from sex registered at birth but no specific identity given – 0.76%
- Trans woman – 0.24%
- Trans man - 0.22%

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

2021 Census data has been used to estimate the proportion of the borough's total population and the proportion of social rented tenants that report that their gender identity is different from sex registered at birth. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### **Detail the findings of the data**

Haringey's social rented tenant population has a slightly higher proportion of individuals who report their gender identity as different from sex registered at birth than what is observed in the wider borough population.

### **Potential Impacts**

Neutral impact.

## **4d. Marriage and Civil Partnership**

**Note:** Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

### **Data**

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

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

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<sup>11</sup> Census, 2021 – [Gender Identity by Tenure – Office for National Statistics \(on.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/articles/genderidentitybytenure/2021)

<sup>12</sup> Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/relationshipsandpartnerships/articles/marriageandcivilpartnershipstatusinenglandandwales/2021)



### **Local Authority Social Rented Tenant Population Profile <sup>13</sup>**

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: 3602 (9.2%)
- Married or registered civil partnership: 7519 (19.3%)
- Separated, but still legally married or still legally in a same-sex civil partnership: 1349 (3.5%)
- Single, never married or never registered a same-sex civil partnership: 17033 (43.7%)
- Widowed or surviving partner from a same-sex civil partnership: 1501 (3.9%)
- Does not apply: 7963 (20.4%)

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

2021 Census data has been used to identify the distribution of marital status amongst the borough's total population and the distribution amongst social rented tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### **Detail the findings of the data**

Haringey Council's tenant population has a significantly lower proportion of individuals who are married or in a registered civil partnership than what is observed in the wider borough population.

### **Potential Impacts**

Neutral impact.

## **4e. Pregnancy and Maternity**

### **Note<sup>14</sup>:**

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

### **Data**

#### **Borough Profile <sup>15</sup>**

Live Births in Haringey 2021: 3,376

### **Target Population Profile**

The council does not hold data on pregnancy and maternity among its tenants.

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<sup>13</sup> Census, 2021 - [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/fce57a7-f77b-4ea8-aad8-281df31dfae1#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/fce57a7-f77b-4ea8-aad8-281df31dfae1#get-data)

<sup>14</sup> Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

<sup>15</sup> Births by Borough (ONS)

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

Data on the number of pregnancies and births among tenants is not available.

**Detail the findings of the data.**

N/A

**Potential Impacts**

Neutral impact.

Both policies apply equally to all residents and do not contain any provisions that disadvantage individuals based on pregnancy or maternity.

## **4f. Race**

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.<sup>16</sup>

**Data**

**Borough Profile <sup>17</sup>**

**Arab: 1.0%**

- Any other ethnic group: 8.7%

**Asian: 8.7%**

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

**Black: 17.6%**

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

**Mixed: 7.0%**

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

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<sup>16</sup> [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

<sup>17</sup> Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

**White: 57.0% in total**

- English/Welsh/Scottish/Norther Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

**Local Authority Social Rented Tenant Population Profile <sup>18</sup>**

**Asian: 9.1%**

- Bangladeshi: 3.4%
- Chinese: 0.9%
- Indian: 0.9%
- Pakistani: 0.7%
- Other Asian: 3.2%

**Black: 39.6%**

- African: 23.2%
- Caribbean: 11.8%
- Other Black: 4.6%

**Mixed: 6.8%**

- White and Asian: 0.6%
- White and Black African: 1.2%
- White and Black Caribbean: 2.7%
- Other Mixed: 2.3%

**White: 31.0%**

- English/Welsh/Scottish/Norther Irish/British: 18.8%
- Irish: 1.6%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.2%
- Other White: 10.4%

**Other Ethnic Group: 13.4%**

- Arab: 1.7%
- Any other ethnic group: 11.7%

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

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<sup>18</sup> Census 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/d44a7d29-fc6f-4c90-b4d0-1f38b22ada43#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/d44a7d29-fc6f-4c90-b4d0-1f38b22ada43#get-data)

2021 Census data has been used to identify the distribution of ethnic groups among the borough's total population and the distribution amongst its social rented tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### **Detail the findings of the data**

Haringey Council's tenant population has a significantly higher proportion of individuals who identify as Black, and slightly higher proportion of individual who identify as Asian or another ethnic group in the dataset above than what is observed in the wider borough population. There is a significantly lower proportion of tenants who identify as White than the wider borough population. Some tenants of a different nationality do not speak, read or write English as their first language and may face difficulties in reporting tenancy issues.

### **Potential Impacts**

Positive impact.

Individuals from minority ethnic backgrounds are at a higher risk of encountering racial hate and discrimination. The ASB policy is clear that hate and racism find no refuge in Haringey with links and references to the Council's dedicated strategy for tackling hate crime. This strategy outlines that racial hate crime is the most frequently reported form of hate crime with time and resources consequently mostly focused on this.

The policy also provides a link for how to report a hate crime or hate incident in the section on reporting Crime and ASB to the Police.

## **4g. Religion or belief**

### **Data**

#### **Borough Profile <sup>19</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%

#### **Local Authority Social Rented Tenant Population Profile<sup>20</sup>**

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<sup>19</sup> Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/religiousandethnicgroups/articles/religion-england-and-wales-2021)

<sup>20</sup> Census 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/3f832a2b-5432-443e-8926-7e0d92e3cc03#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/3f832a2b-5432-443e-8926-7e0d92e3cc03#get-data)

- Christian: 42.4%
- Buddhist: 1.1%
- Hindu: 0.6%
- Jewish: 0.4%
- Muslim: 25.9%
- No religion: 16.7%
- Other religion: 5.3%
- Religion not stated: 7.4%
- Sikh: 0.2%

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

2021 Census data has been used to identify the distribution of religion among the borough's total population and the distribution among its social rented tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

**Detail the findings of the data**

Haringey Council's tenant population has a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individuals who identify as Christian, Buddhist or another religion than what is observed in the wider borough population. There is a significantly lower proportion of tenants who identify as Jewish, Hindu or Sikh. There is also a low proportion who don't associate with any religion.

**Potential Impacts**

Positive impact.

The policies are applied equally to all residents regardless of their faith or belief system and contain no provisions that would disadvantage individuals based on religious practices or requirements. Residents are supported in a way that respects individual needs and circumstances.

The ASB policy is clear that hate and racism find no refuge in Haringey outlines that the policy should be read in conjunction with the Council's dedicated strategy for tackling hate crime. This strategy outlines that religion is one of the five types of hate crime and Haringey's unity in standing against all hate crime. It also focuses on raising awareness and reinforcing our support for those affected. For example, Islamophobia is a frequently reported hate crime and residents who are Muslims are over-represented in the Council's tenant population. By focusing on the needs of those who identify as practicing a religion, the strategy has a positive impact by raising awareness about the communities' experiences.

The policy also provides a link for how to report a hate crime or hate incident in the section on reporting Crime and ASB to the Police.

## 4h. Sex

### Data

#### Borough profile <sup>21</sup>

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

#### Local Authority Social Rented Tenant Population<sup>22</sup>

- Female: 21,486 (55.1%)
- Male: 17,482 (44.9%)

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

2021 Census data has been used to identify the distribution of sex in the borough's total population and the distribution in the social rented tenant population. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### **Detail the findings of the data**

Haringey's tenant population has a significantly higher proportion of female individuals than what is observed in the wider borough population.

Data demonstrates that domestic abuse and VAWG and their associated harmful impacts are disproportionately experienced by women and girls, overwhelmingly perpetrated against them by men and boys. Therefore, this means that our tenant population may be at higher risk of DA and VAWG because they are majority female.

### **Potential Impacts**

Positive impact.

The ASB policy has a section on Victim/Survivors of Domestic Abuse. This highlights research showing that domestic abuse is often mistakenly reported as ASB, with those at risk or experiencing the abuse being four times more likely to have ASB complaints made against them.

The ASB policy notes that a making every contact count approach will be taken for all disclosures in line with our Domestic Abuse and Violence Against Women and Girls policy. This means that in instances where a resident is experiencing physical violence (or threats of such acts), controlling and coercive behaviour, or sexual, verbal, emotional, or economic abuse, or harassment by someone they have a close personal connection with, our staff training will emphasise the importance of recording this as domestic abuse and not ASB.

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<sup>21</sup> Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityageandsexenglandandwales/2021)

<sup>22</sup> Census, 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data)



## 4i. Sexual Orientation

### Data

#### Borough profile <sup>23</sup>

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

#### Local Authority Social Rented Tenant Population Profile <sup>24</sup>

- Straight or heterosexual: 86.5%
- Gay or Lesbian: 1.2%
- Bisexual: 0.9%
- All other sexual orientations: 0.5%
- Not answered: 11.0%

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

2021 Census data has been used to identify the distribution of sexual identity among the borough's total population and among its social rented tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### Detail the findings of the data

Haringey's social rented tenant population has a significantly lower proportion of individuals who report their sexual identity as something other than Straight or Heterosexual than what is observed in the wider borough population.

### Potential Impacts

Neutral impact.

The policies are applied equally to all everyone regardless of their sexual orientation and contain no provisions that differentiate or disadvantage individuals based on this characteristic.

## 4j. Socioeconomic Status

### Data

#### Borough profile

#### Income

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<sup>23</sup> Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-and-demography/censuses/census2021/data-by-theme/sexual-orientation)

<sup>24</sup> Census 2021 – [Sexual Identity by Tenure – Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-and-demography/censuses/census2021/data-by-theme/sexual-identity-by-tenure)

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023<sup>25</sup>
- 19.6% of residents were claiming Universal Credit as of March 2023<sup>26</sup>
- 29.3% of jobs in Haringey are paid below the London Living Wage<sup>27</sup>

## Educational Attainment

- Haringey ranks 25<sup>th</sup> out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)<sup>28</sup>
- 3.7% of Haringey's working age population had no qualifications as of 2021<sup>29</sup>
- 5.0% were qualified to level one only<sup>30</sup>

## Area Deprivation

Haringey is the 4<sup>th</sup> most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.<sup>31</sup>

## Local Authority Social Rented Tenant Population

### Income

- On Census Day 2021, 47.7% of Haringey Council tenants were not in employment.<sup>32</sup>
  - Of these, 48.7% had never worked, 40.0% had not worked in the last 12 months, and 11.4% had worked in the last 12 months.

### Educational Attainment

- 25.93% of Haringey Council's working age tenant population did not have any qualifications.<sup>33</sup>

### Household Deprivation<sup>34 35</sup>

- Household is not deprived in any dimension: 20.34%
- Household is deprived in one dimension : 35.46%

<sup>25</sup> ONS – [ONS Claimant Count](#)

<sup>26</sup> DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

<sup>27</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>28</sup> DfE – [GCSE attainment and progress 8 scores](#)

<sup>29</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

<sup>30</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

<sup>31</sup> IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

<sup>32</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/89fb7f4d-a003-4946-815a-5ee3f1688fac#get-data](#)

<sup>33</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/a344970f-c34f-44d2-a7f3-ca342af8cacf#get-data](#)

<sup>34</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/b517d031-1601-4ea9-926a-0a87cc896427#get-data](#)

<sup>35</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/44b7fcd4-a533-43da-a430-c7761c1d00f6#get-data](#)

- Household is deprived in two dimensions: 29.71%
- Household is deprived in three dimensions: 13.42%
- Household is deprived in four dimensions: 1.07%
- Household is deprived in the education dimension: 31.95%
- Household is deprived in the employment dimension: 31.83%
- Household is deprived in the health and disability dimension: 47.27%
- Household is deprived in the housing dimension: 28.38%

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

2021 Census data has been used to establish unemployment, educational attainment and levels of household deprivation in the borough's total population and in its social tenant population. As the Census 2021 was carried out during a period of unprecedented, rapid change to the labour market, care must be taken when using the unemployment statistics.

### **Detail the findings of the data**

Haringey Council's tenant population has a significantly higher proportion of residents who:

- Are long-term unemployed than what is observed in the wider borough population.
- Do not hold any formal educational qualifications than what is observed in the wider borough population.
- Have significantly higher levels of household deprivation than what is observed in the wider borough population.

### **Potential Impacts**

Positive impact.

The ASB policy will apply to all residents including those on a low income and the Good Neighbourhood Management Policy will apply to all tenants including those on a low income.

Government research found that residents in the most deprived areas were more likely to have personally experienced or witnessed ASB in the last 12 months. People in these same areas were also more likely to have experienced a significant impact from ASB on their quality of life compared to those who lived in the least deprived areas<sup>36</sup>. The ASB policy should have a positive impact by outlining how and where to report ASB issues across the borough including in the East of the borough where there is a higher proportion of people of people living in poverty.

## **5. Key Impacts Summary**

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<sup>36</sup> <https://www.gov.uk/government/publications/impacts-of-anti-social-behaviour-on-individuals-and-communities/anti-social-behaviour-impacts-on-individuals-and-local-communities#conclusions>

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

The data shows the following findings from Haringey Council's tenant population compared to the wider borough population:

- a significantly higher proportion of young people (under 24) and older people (over 50).
- a significantly higher proportion of individuals who have a disability under the Equality Act (2010).
- a slightly higher proportion of individuals who report their gender identity as different from sex registered at birth.
- a significantly lower proportion of individuals who are married or in a registered civil partnership.
- a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individual who identify as Christian, Buddhist or another religion. There is a significantly lower proportion of tenants who don't associate with any religion or identify as Jewish, Hindu or Sikh.
- a significantly higher proportion of female individuals.
- a significantly lower proportion of individuals who report their sexual identity as something other than Straight or Heterosexual.

### **5b. Intersectionality**

We know that along with the local protected characteristic of socio-economic status, some of our tenants may have more than one of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

There is potential for similar issues for households whose protected characteristic (e.g., disability, ill health, mental health) or other social excluded group characteristics (e.g., credit history/personal debt, low literacy, offenders, drug and alcohol dependency) impact their ability to work and/or gain income and therefore their ability to secure and maintain housing without assistance.

These can all put individuals at greater risk of exclusion. We take these factors into account when approaching anti-social behaviour. The policy also links with the Council's vulnerable tenants and leaseholders policy.

### **5c. Data Gaps**

Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

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

Summarise the key implications of the decision for people with protected characteristics.

The ASB policy makes the following changes which are likely to have the most positive impact on Haringey residents including businesses, and visitors in the borough with the protected characteristics of age, disability, race and religion because it does the following:

- Outlines that the Council will work with tenants in the Council's supported housing, which is offered to people over 50 years, to ensure that they do not cause or become a victim of ASB.
- Confirms that the Council work closely with our mental health partners at North London Foundation Trust sharing concerns about vulnerable persons where mental health may be indicated in ASB, so that they may be appropriately assessed and supported.
- Outlines that hate and racism find no refuge in Haringey with links and references to the Council's dedicated strategy for tackling hate crime.

The Good Neighbourhood Management policy makes the following changes which are likely to have the most positive impact on Haringey Council tenants and leaseholders with the protected characteristics of age and disability because it does the following:

- Recognising that some tenants or leaseholders, who have particular support or medical needs, may find it more challenging to manage neighbour disputes because of these issues.
  - Where this is the case, the Council's Tenancy Management team will consider whether additional support with managing a neighbour dispute may be required and whether they need to help the resident in understanding how their behaviour could be adapted to help resolve the situation.

## 7. Amendments and mitigations

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

No changes are proposed, however advancing equality of opportunities has been a golden thread when developing this policy.

**No major change to the proposal:** the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them

Y

**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

**N**

**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.

**N**

**7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?**

Action: The actions taken are explained throughout this EQIA, although no anticipated negative impacts were identified.

Lead officer: N/A

Timescale: N/A

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

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

The actions taken to mitigate negative impacts are explained throughout this EQIA.

No negative impacts have been identified in relation to any of the protected characteristics, and as such, no specific mitigations are required. Equalities considerations have been central to the development of both the ASB Policy and Good Neighbourhood Management Policy, ensuring that the policies are inclusive, fair and accessible to all.

## **7. Ongoing monitoring**

Council officers from the ASB and tenancy management teams will lead on the delivery of these policies which will include monitoring of the equalities impact of this policy, and they will monitor impact in the long-term.



The Resident Voice Board will also be involved and asked for their feedback when the policies are reviewed in three years' time unless earlier events or legislation require an earlier update to this policy.

**Date of EQIA monitoring review:** 1 August 2025

## **8. Authorisation**

EQIA approved by (Director) **Eubert Malcolm – Director of Environment**

A handwritten signature in black ink, appearing to read "Eubert Malcolm".

Date: 12 November 2025

## **9. Publication**

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.