

Equality Impact Assessment (EQIA)

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

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

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

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

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

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Homelessness Prevention Hub
Service Area:	Housing Demand
Officer Completing Assessment:	James Vale
Equalities Advisor:	
Cabinet Member Signing Date:	15 January 2026
Director/Assistant Director	Maddie Watkins

2. Executive summary

The Homelessness Prevention Hub (henceforth referred to as the Hub or HPH) is in essence the restoration of a “front door” service for the Haringey Housing Needs team. Prior to the Covid-19 pandemic, the team were based in Wood Green and able to take face-to-face appointments for people threatened with or currently experiencing homelessness. Social distancing restrictions during the pandemic, the insourcing of Homes for Haringey, and the rationalisation of council buildings meant that much of this service has been lost as of 2025. As it stands, the proposal is to open the Hub in Tottenham Green.

Creation of the Hub is likely to have a positive impact upon residents identifying from a Black or Other ethnic background, children and young people, as well as those from disadvantaged socioeconomic backgrounds. This is due to these groups being disproportionately represented in households that are threatened with or experiencing homelessness.

Siting the Hub in Tottenham Green is also likely to advantage the groups listed in the above paragraph, as this not only reduces average travel distance for these groups, but also sites the Hub in the location with the most need in terms of demand for the service. It may, however, inadvertently result in disadvantage for residents living in the west of the borough (especially those with a disability or in contact with multiple services) compared to a more central location. Although the proposal reflects a proportionate means to a legitimate aim, mitigation may be necessary to reduce the impact upon a small group of residents.

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.

No formal consultation period has been undertaken for this decision, upon the advice from colleagues in the Legal and Governance service. The provision of a face-to-face assessment space is required of local authorities by statutory guidance, and this additional service provision is expected to have a largely positive equalities impact, as set out below.

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.

N/A

4. Data and Impact Analysis

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

There are two main data sources that have been used in the development of this Equality Impact assessment. These are as follows:

- Data from the 2021 Census commissioned by the Office for National Statistics (ONS). This was used to establish a baseline for the population of the Borough as a whole.
- Locally held data on households approaching the Haringey Housing Needs team. This includes:
 - o Equalities data (age, gender, ethnicity, marital status, disability, sexual orientation of main applicant)
 - o The duty owed to the main applicant under the Homelessness Prevention Act and relevant sections of the Housing Act 1996.
 - o Data collected as part of the regular H-CLIC reporting to the Ministry of Housing, Communities, and Local Government (MHCLG)

Where other data sources have been used, these shall be referenced in the relevant section of this EqIA. Throughout this EqIA figures with raw counts of less than three have been suppressed to prevent disclosure of individuals and are denoted by an asterisk (*).

Statistical testing has been used to assess potential differences between the population impacted by this proposal and the borough as a whole. The choice of technique used is dependent upon the type of data to be compared. The output of these tests is typically a score or statistic (chi-squared, z-score).

A useful metric is the “p-value”. In the context of this EqIA it essentially reflects the likelihood that the observed difference between the target population and the borough population is simply due to chance, as opposed to some underlying effect. This is expressed as a decimal: a p-value of less than 0.05 (5%) is generally considered as a “statistically significant” difference. It is good practice to reference the test statistic and number of degrees of freedom as well as the p-value; this has been done throughout this EqIA.

Note that the p-value is a somewhat blunt tool as it is impacted by relative sample sizes. Even if a difference is found to be statistically significant, it does not necessarily mean that it will have a large practical significance in the real world. In the case of categorical variables (for example ethnicity, gender) it is also useful to consider the “effect size”. This is a quantitative measure which describes the scale of any difference. As defined in this EqIA a value of 0.1, 0.3, and 0.5 would be considered evidence of a small, medium, or large effect respectively.

In some instances, the 95% confidence interval (abbreviated as CI) has been shown and expressed as a range of values. This is a measure of the statistical uncertainty about a central value, for example in a proportion or ratio. For brevity this central value is not always shown.

Figures in tables that have been appended with a double asterisk (**) refer to an age-standardised rate rather than a simple rate (numerator divided by denominator). An age-standardised rate is useful in circumstances where the demographics of a population differs significantly from the borough average, but one wants to compare the two on an equal footing. Both the borough average and the target population are directly standardised to the 2021 European Standard Population using commonly used approaches.

Definitions and scope

“Approach and assessed” is all households approaching Haringey Housing Needs between 1 April 2024 and 31 March 2025. For various reasons not all of these households will have had their formal assessment.

“Lost contact” refers to all households where the status of the initial appointment is recorded as “did not attend”, or where the first decision was recorded as “no contact” or “contact lost”.

A “successful prevention” is defined as the household securing accommodation for at least 6 months (either their current or alternative accommodation) at the end of prevention duty. An “unsuccessful prevention” is defined as any other outcome.

Main duty acceptance is defined as the household being owed the main housing duty (S193) under the Housing Act 1996. A local authority will owe an applicant the main housing duty when the duty to relieve homelessness has ended, and they are satisfied the applicant is, homeless and eligible for assistance, in priority need, and not intentionally homeless.

4a. Age

Data

Figures reflect the total number of residents. In the case of the “Lost contact” column, this refers to the number of main applicants due to data recording limitations. Percentages use the “People” figure as the denominator, and may not total to 100% due to rounding.

Age group	Borough ¹	Approach and assessed	Lost contact [†]	Successful prevention	Main duty acceptance
0-4	14,960 (6%)	591 (10%)	-	61 (10%)	165 (16%)
5-14	29,287 (11%)	882 (15%)	-	99 (17%)	251 (24%)
15-24	31,961 (12%)	873 (15%)	71 (12%)	97 (17%)	149 (14%)

¹ Population estimates for England and Wales: mid-2024 – [Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

25-34	49,161 (19%)	1156 (20%)	190 (31%)	100 (17%)	159 (15%)
35-44	42,623 (16%)	905 (16%)	123 (20%)	80 (14%)	171 (16%)
45-54	35,636 (14%)	631 (11%)	108 (18%)	64 (11%)	91 (9%)
55-64	30,471 (12%)	448 (8%)	72 (12%)	47 (8%)	50 (5%)
65-74	17,039 (6%)	189 (3%)	40 (6%)	22 (4%)	21 (2%)
75+	12,712 (5%)	64 (1%)	12 (2%)	15 (3%)	6 (1%)
People	263,850	5,739	616	585	1,063
Median age (years)	35	29	38	28	21
Chi-squared statistic	382	24.4	34.7	207	
Degrees of freedom	8	6	8	8	
p-value	< 0.001	< 0.001	< 0.001	< 0.001	
Effect size	0.183	0.141	0.172	0.312	

† Main applicants only

- 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?**

The age distribution of residents approaching Housing Needs is broadly similar to the borough profile, albeit skewed towards younger adults and children. This is unsurprising given that 1 in 4 households approaching between April 2024 and March 2025 were families with dependent children. The observed disparity becomes more pronounced when considering households that were accepted for main housing duty. This is also expected given that families with dependent children have a priority need.

Data reporting limitations mean that the “contact lost” data refers to the number of main applicants, not the total number of individuals.

Potential Impacts

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

The Hub is projected to have a positive impact for children and young adults (aged under 25) in particular, as this group are disproportionately affected by homelessness compared to the borough as a whole. It is projected to have a neutral impact for other age groups.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

In the 2021 Census, people were asked “Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?”. If people answered yes, a further question “Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?” was asked. The response options were: “Yes, a lot”, “Yes, a little”, or “Not at all”

In Haringey residents living in social housing were significantly more likely to report that at least one of the members of the household were disabled under the Equality Act (43%) compared to the borough average (28%).

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?

In the context of this EqIA, a household approaching Housing Needs contains someone who reports having a disability if at least one of the following is true: the main applicant is recorded as having a disability; or the household is recorded as having one or more support needs relating to either physical ill health and disability, history of poor mental health, or a learning disability.

Figures reflect the total number of households – note that this not the same as the number of individuals that may be experiencing homelessness. Percentages use the “Sample size” figure as the denominator, and may not total to 100% due to rounding.

	Borough	Approach and assessed	Lost contact	Successful prevention	Main duty acceptance
Household contains at least one resident who has a disability	27.7%	561 (16.9%)	72 (11.7%)	66 (18.3%)	102 (23.3%)

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://disability-england-and-wales-2021-census.oncensus.censusdigital.service.gov.uk/).

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

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

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

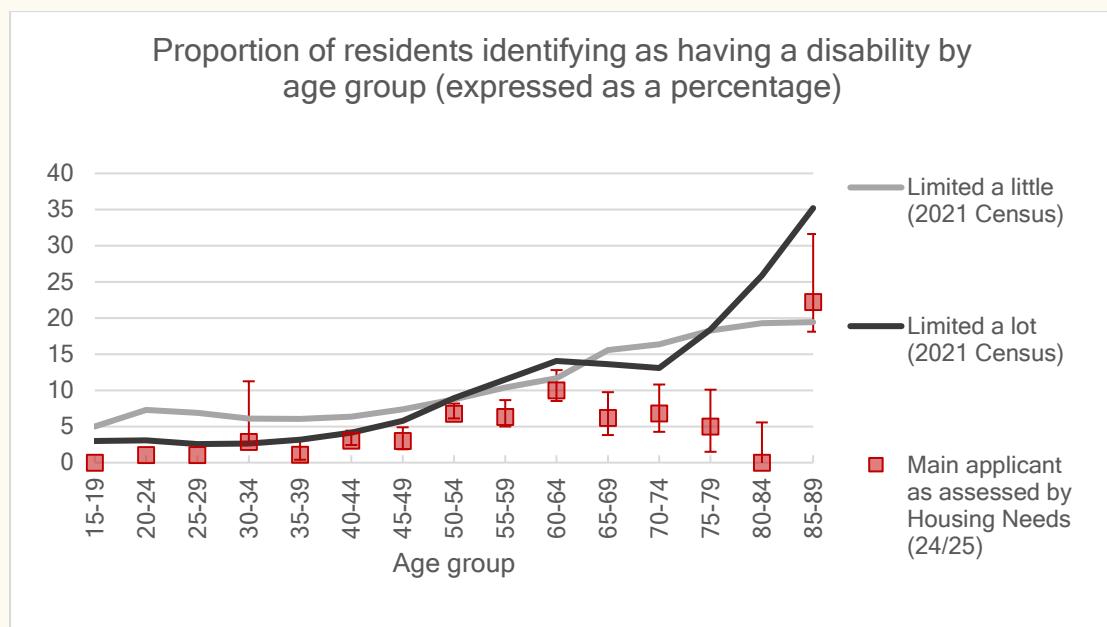
Priority need of:		240 (7.2%)	36 (5.8%)	21 (5.8%)	37 (8.4%)
- Mental health		31 (0.9%)	4 (0.6%)	7 (1.9%)	10 (2.3%)
- Learning disability					
Sample size	105,092	3,325	616	360	438
- Main applicant has a disability	14.0%**	114 (3.4%)	19 (3.1%)	23 (6.4%)	8 (1.8%)

The data suggest that residents approaching Housing Needs may be slightly less likely to have a disability compared to other residents in the borough. This discrepancy, however, narrows for households owed main housing duty. Various factors likely contribute to this observation.

Limitations in reporting mean that although it is possible to know if someone in the household has a disability, it is not possible to determine exactly who that is in the household. As shown above (Age), the age distribution of residents experiencing or threatened by homelessness is generally younger than the population of Haringey, with a clear over-representation of children and young adults.

Data from the 2021 Census shows that older residents are generally more likely to report having a disability that limits their day-to-day activities. Direct comparison is somewhat difficult as local and ONS frameworks for describing disability may not be uniformly aligned. However, the proportion of main applicants that report having a disability by age group is broadly similar to residents that reported being significantly impacted by their condition or illnesses in the 2021 Census (“limited a lot” category).

A clear exception to this trend is evident for older age groups, who are less likely to report a disability compared to the borough average. Possibilities for this include: being less likely to be the main applicant or already being housed in other settings (for example sheltered housing or being supported by adult social care).



Potential Impacts

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

Opening the Hub in the east of the borough (where there is the most need) and in an area with good public transport will improve access for residents, especially those that have a disability that limits their mobility. The site is close to twelve bus routes which are all wheelchair accessible. Access from other parts of the borough however – especially the west – may be more difficult as this would require at least one change of bus. Local underground and train stations do not have level access from the platform to the street.

4c. Gender Reassignment

Under the Equality Act 2010, a person has the protected characteristic of gender reassignment if “the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” In this context the term “trans” is used in this EqIA to describe anyone who defines as having their gender identity different to their sex registered at birth. This includes those who identify as a trans man, trans woman, non-binary, another minority gender identity, or no specific gender identity.

Data

Borough Profile⁶

Updated guidance has recently been published by the ONS (26 March 2025) regarding the applicability and suitability of gender identity figures obtained from the 2021 Census.⁷ This states that “The Census 2021 gender identity estimates should not be used to provide estimates of the sizes of the population who identified as trans man, trans woman, non-binary, and all other gender identities”.

For context a strong spatial correlation can be seen (at both local and London-wide levels) between areas with a higher proportion of residents identifying as a gender different from the sex registered at birth and those with residents reporting little or no English language proficiency.^{8,9} In Haringey this is particularly evident in the east of the borough. At the same time, there may be systematic under-reporting from certain communities, especially in cases where the Census return was filled out by the head of the household on behalf of younger family members.

	Haringey
Proportion of 2021 Census respondents who <ul style="list-style-type: none"> • were coded as a trans man or a trans woman and provided a response to the gender identity write-in that was different to their response to the sex question, for example, sex female and gender identity write-in “man”, and/or • provided a gender identity write-in that was an unambiguously trans response, for example, “non-binary”, “trans man”, “gender fluid” 	0.32%
Proportion that identified as having a gender identity different from their sex assigned at birth	1.24%

The true proportion of residents in Haringey that identify as trans is likely between these two bounds. The first value is a lower bound as it is probable that the categorisation used may have genuinely missed some residents identifying as trans, specifically those that did not provide a response in the gender identity write-in box. Meanwhile the second value is a lower bound for the reasons highlighted above.

Detail the findings of the data.

- Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

⁶ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/censusesandsurveys/census/2021/genderidentity)

⁷ [Census 2021 gender identity estimates for England and Wales, additional guidance on uncertainty and appropriate use - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/censusesandsurveys/census/2021/genderidentity/guidanceonuncertaintyandappropriateuse)

⁸ [Quality of Census 2021 gender identity data - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/censusesandsurveys/census/2021/genderidentity/quality)

⁹ [ONS letter to the OSR on Census 2021 gender identity estimates - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/censusesandsurveys/census/2021/genderidentity/lettertotheosr)

	Borough	Approached and assessed	Successful prevention	Main duty acceptance	Mulberry Junction
Number (crude rate)	0.3 – 1.3%	11 (0.2 to 0.6%)	*	*	9 (0.6 to 2.2%)
Sample size		3,325	360	346	763

The number of main applicants approaching Housing Needs that identify as trans appears to be broadly in line with the borough profile. Between 1 April 2024 and 31 March 2025 Mulberry Junction had 1.2% of its visitors identifying as a gender different to the sex they were assigned at birth. This is towards the upper end of estimates for the borough profile, and significantly higher than for residents approaching Housing Needs.

The variation between Mulberry Junction and Housing Needs data may in part reflect differences in demographics of visitors to the respective services (single adults versus mostly families). Many individuals identifying as trans may not feel comfortable sharing this with public authorities, for a variety of reasons. Some of these fears may be assuaged through having an inclusive and welcoming environment.

There is an identified data gap (Section 5c) for residents who are not the main applicant, particularly for children and young adults. Data from the 2021 Census suggests 16-24 year olds are the most likely to identify as trans (between 0.63 and 1.00% across England and Wales), with lower figures and greater uncertainty for older age groups.¹⁰

Potential Impacts

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

Due to a lack of suitable and reliable information we are unable to determine what the impact of the Hub will have on residents of a given gender identity. However, there is no current reason to believe that the impact on residents with this protected characteristic will be disproportionately felt compared to cisgender residents.

4d. Marriage and Civil Partnership

¹⁰ Data on gender identity is only collected for respondents aged 16 and over. Breakdowns by age at more local level may be unreliable for the reasons highlighted earlier.

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 ¹¹

- 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

Married or registered civil partnership	Borough	Housing Needs Triage
Crude rate	33.8%	10.5% (8.0 to 14%)
Age-standardised rate	30.2%	
Sample size	218,993	488

Detail the findings of the data.

- Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

Information about a person's marital status is captured within individual case records, but unlike other protected characteristics this is unfortunately not available in an easily reportable format. A desktop assessment of cases triaged by the Housing Needs team suggests that around 1 in 10 main applicants were married or in a registered civil partnership. This is significantly lower than the borough as a whole even after adjusting for differences in age profiles. This finding is caveated by that triage is the very first stage of a homelessness approach, and further information frequently comes to light at latter stages of a formal assessment. Relationship breakdown is also a common factor leading to homelessness; either directly through

¹¹ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

being asked or forced to leave the family home, or indirectly through subsequent financial difficulties for example.

Potential Impacts

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

It is not possible to determine what impact there will be (if any) on residents with this protected characteristic. The Hub will, however, act without discrimination.

4e. Pregnancy and Maternity

Note¹²:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth. 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 ¹³	Approached and assessed	Lost contact	Successful prevention	Main duty accepted
Pregnant ¹⁴	2,450 – 2,670	78	9	11	18
Within 26 weeks of giving birth	1,530	20	3	*	6
Total	3,980 – 4,200 (6.4 to 6.8%)	98 (6.8 to 10%)	12 (3.7 to 11%)	11 (5.0 to 15%)	24 (7.0 to 15%)
Sample size	62,138	1,181	187	123	233
z-score		1.567	-0.063	0.691	1.432
p-value		0.117	0.950	0.490	0.152
Effect size		0.065	-0.007	0.088	0.133

** Number of children aged under 6 months in TA. Unable to tell from the data available if the mother gave birth within 26 weeks and the child had passed away, was placed with family members, placed into care etc.

¹² Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

¹³ ONS - [Births in England and Wales: birth registrations - Office for National Statistics](#)

¹⁴ ONS - [Births in England and Wales: birth registrations - Office for National Statistics](#). In 2023 there were 3,064 reported live births in Haringey. Assuming that 80-90% of all pregnancies go to term ([Baby loss statistics | Tommy's](#)), and an average gestation period of 38 weeks, this gives a range of the number of residents that are likely to be pregnant at any one time. Denominator for percentage is the ONS 2023 mid-year estimate for females aged 16-44 years old (62,138 people).

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?

There is no significant difference between the proportion of residents threatened with or experiencing homelessness that are pregnant or have given birth in the last 6 months compared to other residents in the borough.

Potential Impacts

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

We are unable to fully determine what impact the Hub will have upon residents who are threatened with or experiencing homelessness that are pregnant or have given birth in the last 6 months. However, it is expected that the provision of an in-person, psychologically-informed space will be able to better support residents experiencing or at risk of homelessness at a time of increased vulnerability, including during pregnancy and early 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.

Data

All percentages shown use the sample size excluding unknown as the denominator. Locally held data is recorded differently to the ONS harmonised Census categories for ethnic groups. In order to make a somewhat direct comparison with ONS data the Other White, Other White European, White Greek Cypriot, White Kurdish, White Turkish, and White Turkish Cypriot categories have been aggregated into a "White Other" category. Similarly, the East African Asian and British Asian categories have been included in "Other Asian", while the Black British category has been included in "Other Black".

Note that the ONS harmonised categories for Black African and Black Caribbean are in fact Black/Black British African and Black/Black British Caribbean. This means that some residents listed locally as Black British may identify as Black/Black British African or Black/Black British Caribbean if this option were given. The result of this is a possible systematic over-reporting of differences for the Other Black ethnic group

and under-reporting for Black African and Black Caribbean. A similar argument follows for residents of Asian ethnic background.

The "Other ethnic group" category includes residents from a Latin American background. There is a local commitment to better capture and record information from this group, however at the time of writing this has not been fully implemented within the council.

Detail the findings of the data.

- a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) **Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

Figures reflect the ethnicity of the main applicant – this is not the same as the number of individuals that may be experiencing homelessness. Percentages use the "Sample size ex. unknown" figure as the denominator and may not total to 100% due to rounding.

Ethnic group	Borough ¹⁵	Approach and assessed	Lost contact	Successful prevention	Main duty accepted
Asian	8.7%	165 (6.2%)	23 (4.8%)	21 (6.9%)	34 (9.7%)
Bangladeshi	1.8%	51 (1.9%)	9 (1.9%)	8 (2.6%)	11 (3.1%)
Chinese	1.5%	10 (0.4%)	*	3 (1.0%)	* (< 0.9%)
Indian	2.2%	5 (0.2%)	*	* (< 1%)	* (< 0.9%)
Pakistani	0.8%	21 (0.8%)	*	4 (1.3%)	5 (1.4%)
Other Asian	2.4%	78 (2.9%)	14 (2.9%)	6 (2.0%)	18 (5.1%)
Black	17.6%	1,024 (38.2%)	147 (30.6%)	118 (38.8%)	117 (33.4%)
Black African	9.4%	544 (20.3%)	71 (14.8%)	52 (17.1%)	62 (17.8%)
Black Caribbean	6.2%	245 (9.2%)	40 (8.3%)	31 (10.2%)	28 (8.0%)
Other Black	2.0%	235 (8.8%)	36 (7.5%)	35 (11.5%)	27 (7.7%)
Mixed	7.0%	185 (6.9%)	32 (6.7%)	17 (5.6%)	28 (8.0%)
White & Asian	1.5%	12 (0.5%)	4 (0.8%)	* (< 1%)	* (< 0.9%)
White & Black African	1.0%	38 (1.4%)	3 (0.6%)	* (< 1%)	8 (2.3%)
White & Black Caribbean	2.0%	53 (2.0%)	8 (1.7%)	8 (2.6%)	9 (2.6%)
Other Mixed	2.5%	82 (3.1%)	17 (3.5%)	9 (3.0%)	11 (3.1%)
Other	9.7%	503 (18.8%)	106 (22.1%)	41 (13.5%)	75 (21.4%)
Arab	1.0%	34 (1.3%)	7 (1.5%)	* (< 1%)	5 (1.4%)
Any Other Ethnic Group	8.7%	469 (17.5%)	99 (20.6%)	41 (13.5%)	70 (20.0%)

¹⁵ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

White	57.0%	769 (28.7%)	165 (34.3%)	103 (33.9%)	96 (27.4%)
White British	31.9%	245 (9.2%)	56 (11.7%)	45 (14.8%)	27 (7.7%)
White Irish	2.2%	43 (1.6%)	9 (1.9%)	5 (1.6%)	7 (2.0%)
Gypsy or Irish Traveller	0.1%	4 (0.2%)	3 (0.6%)	* (< 1%)	* (< 0.9%)
Roma	0.8%	* (< 0.2%)	*	* (< 1%)	* (< 0.9%)
Other White	22.1%	477 (17.8%)	97 (20.2%)	53 (17.4%)	62 (17.8%)
Prefer not to say		32 (1.2%)	7 (1.5%)	4 (1.3%)	* (< 0.9%)
Unknown		647	132	52	83
Sample size	264,234	3,325	612	356	433
Sample size ex. unknown	264,234	2,678	480	304	350

Residents from ethnically diverse backgrounds are significantly more likely to approach the council compared to those identifying as White British. A more detailed breakdown is shown in the table above. Residents identifying as White British were more likely to have a successful prevention compared to the average across all other ethnic groups. Rates of lost contact were broadly the same for all ethnic groups.

In each case the range shown (XX – XX) is the 95% confidence interval for the ratio of residents identifying as from that ethnic group compared to the equivalent group identifying as White British. A value of less than 1 means that group is less likely to have that outcome, more than 1 means that it is more likely to have that outcome, with 1 meaning no difference. It can then be inferred that no significant disproportionality between that ethnic group and White British can be seen if that range spans 1, for example, 0.8 – 2.0. All values are reported to two significant figures for conciseness.

Values highlighted in red indicate relative likelihoods significantly different compared to the White British group. This is the case for almost all ethnic groups

Ethnic group	Approached and assessed	Lost contact	Main duty accepted
Asian	2.0 – 2.9	1.1 – 2.7	2.9 – 7.8
Bangladeshi	2.9 – 5.3	1.5 – 6.2	3.8 – 16
Chinese	0.44 – 1.6	*	*
Indian	0.11 – 0.65	*	*
Pakistani	2.1 – 5.3	*	2.8 – 19
Other Asian	3.0 – 5.1	1.7 – 5.6	4.6 – 15
Black	6.7 – 8.8	3.5 – 6.6	5.2 – 12
African	6.6 – 9.0	3.1 – 6.3	5.1 – 13
Caribbean	4.0 – 5.8	2.3 – 5.2	3.0 – 8.5
Other Black	15 - 22	8.0 - 19	11 – 32
Mixed	3.5 – 5.1	2.1 – 5.0	3.6 – 10

White & Asian	0.82 – 2.6	0.78 – 5.9	*
White & Black African	4.4 – 8.9	0.68 – 7.0	5.5 – 27
White & Black Caribbean	1.6 – 2.9	0.67 – 2.9	1.5 – 6.9
Other Mixed	3.9 – 6.4	2.6 – 7.8	3.0 – 12
Other	5.7 – 7.8	4.5 – 8.5	5.8 – 14.1
Arab	3.4 – 7.0	2.0 – 9.6	2.5 – 17
Any Other Ethnic Group	5.9 – 8.0	4.6 – 8.8	6.0 – 15
White (not White British)	2.2 – 3.0	1.7 – 3.2	2.0 – 4.8
White British	—	—	—
White Irish	1.6 – 3.1	1.0 – 4.2	1.4 – 7.6
Gypsy, Irish Traveller, or Roma	2.3 – 17	6.3 – 65	*
Other White	2.3 – 3.1	1.7 – 3.3	2.0 – 4.9
Sample size	2,546	484	535

Potential Impacts

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

The Hub will have positive impacts for residents identifying as from Black and Other ethnic groups, as these groups are disproportionately represented by homelessness.

4g. Religion or belief

Data

The religion or belief of residents approaching Housing Needs is not recorded. It is possible, however, to gain an estimated breakdown. For someone identifying as from a certain ethnic group and age group, the likelihood of that person following a given belief is assumed to be the same whether they approach the council for assistance or not. The distribution of the belief of residents can therefore be approximated as the 2021 Census figures reweighted by the appropriate ethnic group and age distributions of residents approaching the council.

	Borough ¹⁶	Approached and assessed (main applicants)	Residents in TA (individuals)
Buddhist	0.9%	0.8%	0.9%
Christian	39.3%	46.0%	45.7%
Hindu	1.3%	0.6%	0.8%

¹⁶ Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Jewish	3.6%	2.1%	2.7%
Muslim	12.6%	16.7%	21.1%
No religion	31.6%	22.5%	18.3%
Not answered	8.0%	7.9%	7.7%
Other religion	2.3%	3.2%	2.7%
Sikh	0.3%	0.1%	0.2%
Sample size	264,237	2,651	9,405

The data suggest that residents experiencing homelessness are more likely to follow some religion or belief compared to the rest of the borough. This is likely to be an indirect consequence of certain ethnic groups being proportionally over-represented in TA, particularly members of the Black community and residents from “any other ethnic group”.

Potential Impacts

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

The Hub may have a disproportionately positive impact for residents following a belief, likely as an indirect consequence of certain ethnic groups being proportionately over-represented in residents approaching Housing Needs relative to the borough average. We are, however, unable to determine conclusively whether this is the case due to incomplete recording of belief. The Hub will not discriminate on the basis of religion, and mitigations available to the wider cohort are equally available to all religious groups.

4h. Sex

Data

- Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Sex	Borough ¹⁷	Approached and assessed	Contact lost	Successful prevention	Main duty accepted
Female	137,540 (52.1%)	2,903 (50.7%)	266 (43.5%)	308 (52.6%)	614 (58.1%)
Male	126,310	2,818	349	277	445

¹⁷ Population estimates for England and Wales: mid-2024 – [Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

	(47.9%)	(49.3%)	(56.7%)	(47.4%)	(41.9%)
Sample size	263,850	5,721	615**	485	1,059
Chi-squared statistic	2.16	9.51	0.009	7.10	
Degrees of freedom	1	1	1	1	
p-value	0.142	0.002	0.923	0.007	
Effect size	0.013	0.088	0.003	0.058	

** Main applicants only, not total individuals

Between April 2024 and March 2025 residents identifying as male were disproportionately more likely to lose contact with Housing Needs than those identifying as female. The reason for this is unclear but may be related to a higher proportion of one-person households identifying as male. Meanwhile residents owed main housing duty were more likely to identify as female. This is likely related to the majority of single parent households approaching Housing Needs including the mother.

Potential Impacts

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

Improving the face-to-face offer is likely to result in fewer instances of lost contact with Housing Needs, and so, the data suggests may result in positive impacts for male residents. It will also likely have positive impacts for female residents since siting the Hub in the area with the most need will likely improve access.

The proposed decision is likely to have a neutral impact overall, however this will need to be regularly monitored over time to ensure that there is no indirect discrimination.

4i. Sexual Orientation

Data

Haringey does not currently record the sexual orientation of all that approach Housing Needs, only the main applicant. This means that a significant portion of residents will not have this information captured, particularly for children and young adults. There is also a distinction between single households and families.

For someone identifying as from a certain ethnic group and age group, the likelihood of that person having a given sexual orientation is presumed to be the same regardless of setting.^{18,19,20} The proportion of residents approaching the council aged

¹⁸ This may not be strictly true, given that there is some evidence that people identifying as LGBTQ+ are more likely to experience homelessness, however it is a sensible presumption to first order.

¹⁹ [LGBT in Britain - Home and Communities \(2018\) | Stonewall](#)

²⁰ [LGBT Youth Homelessness Research Report 2025 - There's No Place Like Home - akt](#)

16 and over that identify as having a sexual orientation other than heterosexual (abbreviated as LGB+) can therefore be approximated as the appropriate figures from the 2021 Census reweighted by the respective ethnic group and age distributions of residents approaching.

Figures in the “Expected” row refer to the number of main applicants expected to identify as LGB+ based on 2021 Census data given their reported age and ethnic background. All statistical tests are based upon the reweighted borough average.

Sexual orientation	Borough ²¹	Approached and assessed	Lost contact	Main duty accepted
Straight or Heterosexual	83.4%	1,363 (79.7%)	266 (77.6%)	199 (88.1%)
Gay or Lesbian	2.7%	22 (1.3%)	7 (2.0%)	* (< 1.3%)
Bisexual	2.1%	4 (0.2%)	* (< 0.9%)	* (< 1.3%)
All other sexual orientations	0.8%	31 (1.8%)	11 (3.2%)	3 (1.3%)
Not answered	11.0%	290 (17.0%)	59 (17.2%)	23 (10.2%)
Unknown		1,615	273	212
Sample size	216,006	3,325	616	438
Sample size exc. unknown		1,710	343	226
Identifying as LGB+ (95% CI)	5.6% (original) 4.7% (reweighted)	57 (2.5 to 4.3%)	18 (3.3 to 8.1%)	3 (0.4 to 4.1%)
Expected (after reweighting)		124	23	17
z-score		-2.01	0.351	-2.09
Two-tailed p-value		0.045	0.725	0.036
Effect size		-0.069	0.027	-0.206

Overall residents approaching Housing Needs were less likely to identify as LGB+ as the borough average. The exception was for those residents that lost contact with Housing Needs, where the figure was in line with the borough average. A partial explanation for this can be found when breaking down further by household type, specifically those households with children, and those without. This is shown in the table below. Households with children are less likely to have someone identifying as LGB+ compared to those without. It is important to remember, however, that households without children are generally younger.

²¹ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationstatistics/datasets/sexualorientationinenglandandwales)

Identifying as LGB+	Borough ²²	Approached and assessed	Lost contact	Main duty accepted
- Household with no children	8.39%	47 (3.0 to 5.2%)	15 (3.4 to 9.0%)	* (< 8.8%)
- Household with children	2.16%	8 (0.8 to 3.2%)	3 (1.5 to 13%)	3 (0.8 to 6.9%)
- Other household types	7.54%			

New guests at Mulberry Junction (FY 24/25) that self-identify as having any sexual orientation other than heterosexual or straight: 7.0% (95% confidence interval: 4.9 to 9.9%)

Potential Impacts

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

We are unable to determine conclusively what the impact of the Hub will be upon this protected characteristic due to incomplete data.

4j. Socioeconomic Status

Data

Borough profile

Income

- 7.7% of the population of Haringey aged 16-64 were claiming unemployment benefit as of October 2025.²³
- 27.1% of residents aged 16-65 were claiming Universal Credit as of October 2025.²⁴
- Around 29% (CI: 23.3 to 33.9%) of jobs in Haringey are paid below the London Living Wage.²⁵

Educational Attainment

- Haringey ranks 24th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths).²⁶

²² Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/people/sexandgender/sexualorientationandgenderidentity/2021census)

²³ ONS Nomis – [ONS Claimant Count by sex and age](https://nomisstatistics.service.gov.uk/api/claimants/counts/sex-and-age)

²⁴ DWP, StatXplore – [Universal Credit statistics, People on Universal Credit - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/universal-credit-statistics-people-on-universal-credit)
ONS – [Population estimates for the UK, England, Wales, Scotland and Northern Ireland - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/populationestimatesfortheukenglandwalesscotlandandnorthernireland)

²⁵ ONS – [Number and proportion of employee jobs with hourly pay below the living wage - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/people/workingandleisureactivity/peopleatwork/numberandproportionofemployeejobswithhourlypaybelowthelivingwage)

²⁶ Department for Education - [Explore data - Create your own tables on key stage 4 performance](https://www.gov.uk/government/statistics/exploredataproduct-key-stage-4-performance)

- Around 6.1% (CI: 2.8 to 9.4%) of Haringey's working age population had no qualifications as of 2024.²⁷
- 5.0% were qualified to level one only (equivalent to grade 1-3 at GCSE).²⁸

Area Deprivation

As measured by the overall 2025 Index of Multiple Deprivation (IMD 2025), Haringey is either the 3rd (by average score) or 6th (by average rank) most deprived London borough. These figures, however, hide the deep rooted and multifaceted inequality within the borough. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, as shown in the map below.

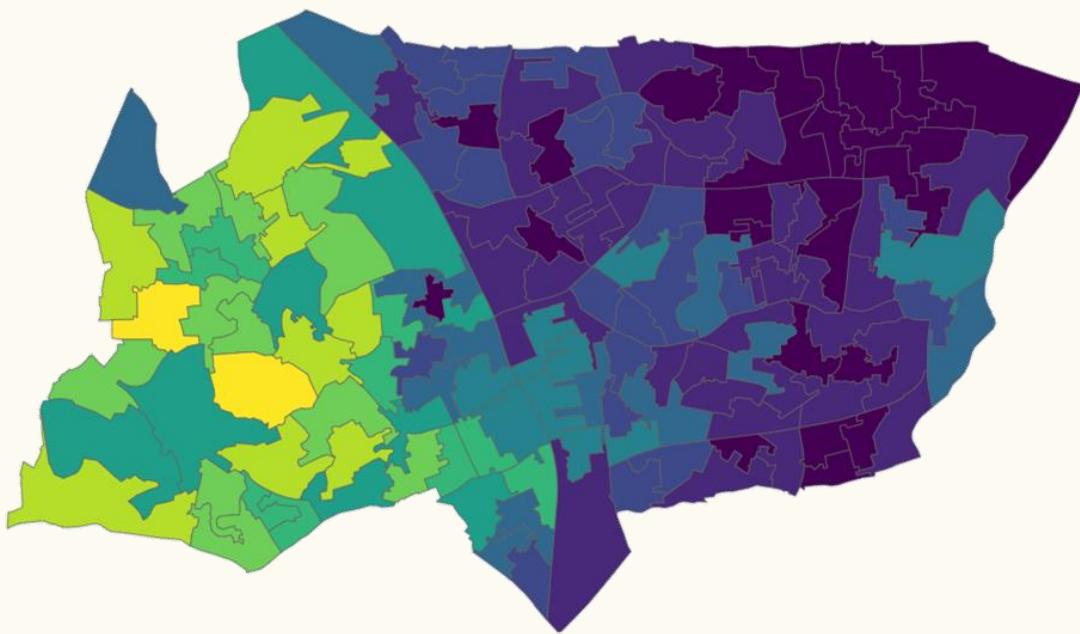
A total of 43.7% of Haringey's population live in neighbourhoods classified as some of the most deprived in the country (the extent measure). Alternately almost 1 in 5 residents (19.3%) live in the 10% most deprived areas nationally – both figures are the highest proportion of all London boroughs.

The IMD is comprised of a series of domains, each weighted to give the overall score. Compared to other London boroughs, Haringey ranks particularly poorly in the Crime and Barriers to Housing and Services domains but does reasonably well in the Education and Health domains.

²⁷ ONS Annual Population Survey – [Your Data - Nomis - Official Census and Labour Market Statistics](#)
²⁸ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

Index of Multiple Deprivation (IMD) Decile (where 1 is most deprived 10% of LSOAs)

Decile • 1 • 2 • 3 • 4 • 5 • 6 • 7 • 8 • 9 • 10



Target Population Profile

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

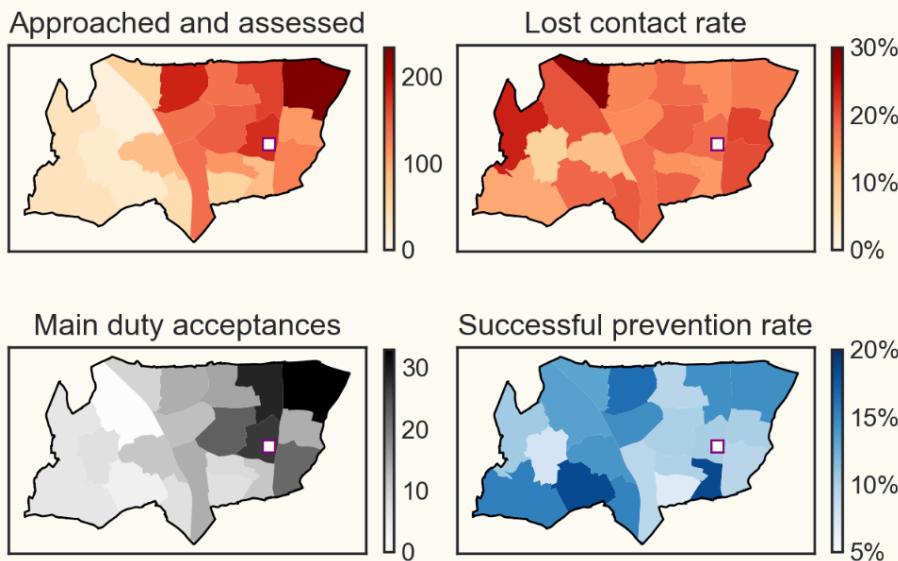
Detail the findings of the data.

- Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Ward at approach	Localit y	Approached and assessed (24/25)	Lost contact	Successful prevention rate	Main duty accepted
HARINGEY		2,152	373	267 (12.4%)	280
Northumberland Park	East	234	39	34	33
Woodside	Central	183	29	30	14
Tottenham Central	East	177	32	18	27
Bruce Castle	East	166	25	24	29
West Green	Central	150	29	15	23
Harringay	Central	139	25	13	14
White Hart Lane	East	138	25	13	15
Noel Park	Central	137	21	20	12
South Tottenham	East	127	26	12	22

St Ann's	Central	111	16	11	8
Tottenham Hale	East	109	23	11	14
Seven Sisters	East	86	12	16	11
Hornsey	West	85	9	12	11
Bounds Green	Central	61	18	8	9
Hermitage & Gardens	Central	58	11	4	7
Stroud Green	West	46	9	7	7
Highgate	West	39	5	6	6
Fortis Green	West	38	9	4	6
Crouch End	West	27	5	5	4
Muswell Hill	West	26	2	2	7
Alexandra Park	West	15	3	2	1
OTHER		221	21	24 (10.9%)	56
UNKNOWN		952	222	69 (7.2%)	102
TOTAL		3,325	616	360 (10.8%)	438

Locality	West	Central	East	Total
Volume (24/25)	276	839	1,037	2,152
Lost contact	42 (15.2%)	149 (17.8%)	182 (17.5%)	373 (17.3%)
Successful prevention rate	38 (13.8%)	101 (14.4%)	128 (12.3%)	267 (12.4%)
Main duty accepted	42 (15.2%)	87 (10.4%)	151 (14.6%)	280 (13.0%)



By volume the greatest number of assessments were for households located in the East of the borough. It also had the lowest rate of successful preventions in 2024/25 (1 in 8 of all approaches), and almost twice as many main duty acceptances compared to the Central locality.

The proposed site for the Hub is in PTAL Zone 6a, indicative of very good access to local public transport.²⁹ A total of 12 bus routes stop within 400 m of the Hub, with Seven Sisters underground and train stations also within 800 m.

Potential Impacts

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

The Hub will have a positive impact for residents threatened with or experiencing homelessness. This disproportionately affects residents on low incomes, since they are more likely to be precariously or unsuitably housed.

5. Key Impacts Summary

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

The Hub is likely to have a positive impact for children and young adults, as these groups are disproportionately impacted by homelessness. For similar reasons it is also likely to have a positive impact for residents identifying as from ethnically diverse backgrounds, particularly members of the Black community and residents identifying as having an “Other” ethnic background.

5b. Intersectionality

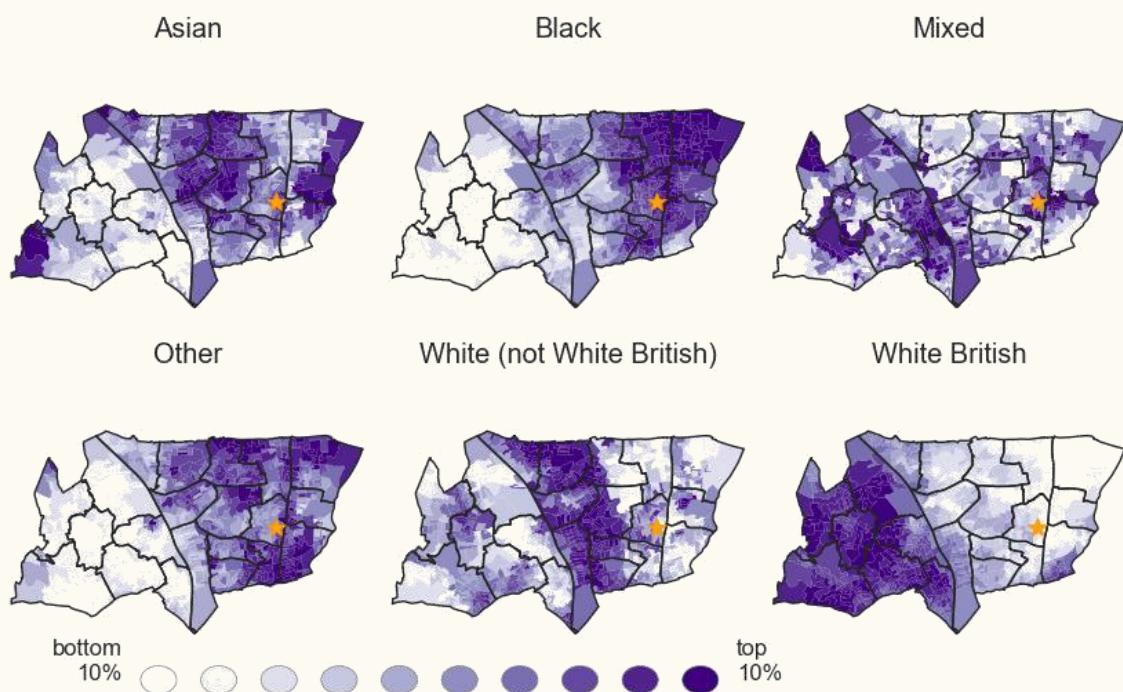
Age group	Female		Male		Female: Male ratio Approach and assessed
	Borough ³⁰	Approach and assessed	Borough	Approach and assessed	
0-4	7,313 (5.3%)	285 (9.8%)	7,615 (6.0%)	303 (10.8%)	0.91
5-14	14,903 (10.9%)	426 (14.7%)	15,406 (12.1%)	456 (16.2%)	0.93
15-24	15,747 (11.5%)	494 (17.0%)	15,190 (12.0%)	379 (13.5%)	1.30
25-34	26,103 (19.1%)	644 (22.2%)	23,799 (18.7%)	498 (17.7%)	1.29
35-44	23,096 (16.9%)	492 (17.0%)	21,666 (17.0%)	413 (14.7%)	1.19
45-54	19,560 (14.3%)	291 (10.0%)	18,131 (14.3%)	339 (12.0%)	0.86

²⁹ PTAL is Public Transport Accessibility Level. Each area is graded between 0 and 6b, where a score of 0 is very poor access to public transport, and 6b is excellent access to public transport. [WebCAT 3.0 - Web-based Connectivity Assessment Toolkit](#)

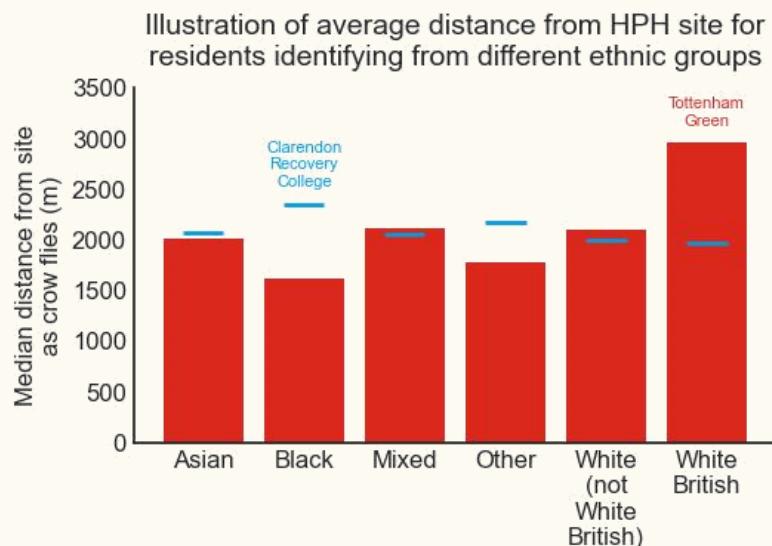
³⁰ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

55-64	14,716 (10.7%)	173 (6.0%)	13,278 (10.4%)	275 (9.8%)	0.63
65-74	8,642 (6.3%)	69 (2.4%)	7,335 (5.8%)	120 (4.3%)	0.58
75 and over	6,923 (5.1%)	29 (1.0%)	4,825 (3.8%)	35 (1.2%)	0.83
Residents	137,003	2,903	127,245	2,818	
Median age (yrs)					
- All		28		30	
- Main applicant		35		41	

Women were generally younger than men when approaching the council, based on median age. There are two factors behind this. The first is women of child-bearing age (and especially those approaching as a family) being disproportionately represented in residents that are threatened with or experiencing homelessness. Males aged between 45 and 74 make up around a third of residents sleeping rough within the borough,³¹ and it is likely that this group is a significant contributor to the inequality in the observed gender ratio for these age groups.



³¹ Combined Homelessness and Information Network (CHAIN), July-September 2025



The proposed location of the Hub in Tottenham Green has the advantage of reducing travel distances for communities that are likely to see the greatest need proportional to their population. It may, however, disadvantage residents living in the west of the borough. Geographic data on ethnicity of residents has been taken from the 2021 Census and is shown in the maps above. An orange star highlights the proposed site of the Hub.

The bar chart above shows the median distance as the crow flies from a resident's home and the Hub grouped by ethnicity. Residents identifying as Black or from an Other ethnic background have the lowest average travel distances (1.01 and 1.11 miles respectively), while White British residents have the longest (1.84 miles). This is proportionate to the expected need relative to their respective population size. For illustrative purposes the results of a similar calculation are also shown for the former Clarendon Recovery College, located in the centre of the borough.³² In this case the average distance is more similar across ethnic groups, ranging between 1.23 (White British) and 1.46 miles (Black).

Siting the Hub near to Mulberry Junction will likely improve outcomes for single residents experiencing homelessness. A Housing Needs officer is already based at Mulberry Junction, and other support services are also present at various times during the week. Families on the other hand may have some additional travel since services are not co-located; the Locality Hub in the east of the borough is in Northumberland Park for example.

5c. Data Gaps

In some cases the findings as presented refer to the main applicant only, and there is a systematic gap in the analysis with respect to other household members. This

³² This is a nominal choice of a council-owned asset located in the centre of the borough. It is not a formal proposal of an alternative site for the Homelessness Prevention Hub.

means that it may significantly underrepresent the impact on children; and to a lesser degree, co-habiting adults including but not limited to partners and other family members such as grandparents. This is noted in the respective section if a gap has been identified.

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

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

Under the Equality Act 2010, indirect discrimination occurs when “a policy which applies in the same way for everybody has an effect which particularly disadvantages people with a protected characteristic. Where a particular group is disadvantaged in this way, a person in that group is indirectly discriminated against if he or she is put at that disadvantage. Indirect discrimination can also occur when a policy would put a person at a disadvantage if it were applied. This means, for example, that where a person is deterred from doing something, such as applying for a job or taking up an offer of service, because a policy which would be applied would result in his or her disadvantage, this may also be indirect discrimination.”

The proposed decision to create the Hub is likely to have a positive impact for residents whose protected characteristics are disproportionately affected by homelessness. This includes residents identifying as from a Black or “Other” ethnic background, children and young adults, residents living in the east of the borough, as well as those on low incomes or experiencing multiple disadvantage.

The choice of location at Tottenham Green is likely to have a positive impact for residents living in the east of the borough since the greatest proportion of residents threatened with or experiencing homelessness live there. It may, however, provide a barrier for residents living in the west of the borough compared to a more central location.

7. Amendments and mitigations

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

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

Please delete Y/N as applicable

NOT COMPLETED

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

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

Mitigating actions for customers who would be disadvantaged by attending a face-to-face appointment at the Tottenham location include utilising existing home visit, digital, outreach and remote service offers for customers.

8. 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?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

Ongoing service usage data monitoring and an EQIA refresh within the first 12 months of operation will identify any emerging barriers and any further mitigations required.

Date of EQIA monitoring review: 01 September 2026

8. Authorisation

EQIA approved by Maddie Watkins Assistant Director Housing Demand

Date



16/01/2026

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.