

# **Equality Impact Assessment**

## **2026-27 Budget and 2026-2031 Medium Term Financial Strategy (MTFS)**

January 2026

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## 1. Introduction

### 1.1. Purpose of report

This report considers the implications of the proposals in the **2026-27 Budget and 2026-2031 Medium Term Financial Strategy** (MTFS) report on people who share the protected characteristics as defined in the Equality Act 2010.

Where relevant, service areas have indicated if an Equality Impact Assessment (EQIA) will be conducted for each MTFS proposal prior to implementation, where approved. This report considers the potential impacts of the proposals, including the ways in which any negative impacts might be minimised or avoided. In addition, this report considers the wider context internal and external to Haringey Council in terms of potential equalities impact.

### 1.2. Public Sector Equality Duty

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 the protected characteristics and those who do not
- Foster good relations between people who share the protected characteristics and those who do not

The three parts of the duty applies 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. These are sometimes referred to as the three aims or arms of the general equality duty.

Further information about the process for assessing the equalities implications for decisions taken by Haringey Council is available on the Haringey [website](#).

### 1.3. Equalities profile of Haringey

According to the 2021 census, which is currently our most reliable source of socio-demographic data, the total population of the borough is 264,238.

In terms of equality, demographics break down as follows:

Sex:

- Haringey has a nearly equal gender distribution, with just over half of the population being female (51.8%), which is consistent with the figures for both England and London.

Age:

- Haringey has a relatively young population with just under a quarter of the population under the age of 20.
- 89% of the population is aged under 65 (in comparison to 88% for London and 81% for England).

Ethnicity:

- In 2021, Haringey's population of 264,238 comprised 57% White, 8.7% Asian, 17.6% Black, 7% Mixed or multiple ethnicities and 9.7% Other ethnic groups.
- Black, Asian, Mixed and Other ethnicities made up almost half (43%) the total of Haringey's population in 2021, ranking it the 24th most diverse local authority in the country (19th highest in London).
- The largest growth in population over the decade was in Other ethnic group which more than doubled by 4.9%, increasing its share from 4.7% in 2011 to 9.7% in 2021. Mixed or multiple ethnicities also recorded a nominal increase of 0.5%.

#### Religion:

- Almost two-fifths (39.3%) of people in Haringey reported their religion as Christian. The rest were as follows; 12.6% Muslims, 3.6% Jewish, 1.3% Hindus, and 2.3% who reported another religion. Almost a third (31.6%) of people stated no religion and (8% chose not to answer).
- Haringey's Jewish population (3.6%) is more than double London's (1.7%)

#### Disability:

- In 2021, in Haringey, the proportion of disabled people was 16.6%, slightly above figures for London (15.6%) and just below England & Wales (17.8%).
- Haringey has the 12th highest percentage of disabled residents in London (16.6%) and the 10th highest percentage of residents whose day-to-day activities are limited a lot (7.9%).

#### Marital Status and Civil Partnership:

- The number of people in marriage or civil partnerships (72,881, 33.7%) has remained largely unchanged (0.1% decrease) since 2011. Those reported as separated, but still legally married or still legally in a civil partnership fell slightly by 1.2% from 8,066 in 2011 to 6,035 in 2021. Divorced or civil partnership dissolved and widowed or surviving civil partnership partner comprise 8.2% and 3.5% respectively

#### Pregnancy and Maternity:

- Borough Profile: Live Births in Haringey 2021: 3,376. As pregnancy and maternity are transient characteristics the only data available is the retrospective live birth data.

#### Sexual Orientation:

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- 5.6% of Haringey resident identified as LGBTQ+, this includes 2.7% who identified as Gay or Lesbian, 2.1% who identified as Bisexual and 0.8 % who said other. All these percentages are higher than both London and England & Wales.

#### Gender reassignment:

- A total of 0.6% answered "No", indicating that their gender identity was different from their sex registered at birth. Within this group:
- 389 (0.2%) identified as a trans man
- 383 (0.2%) identified as a trans woman
- 537 (0.2%) identified as another gender identity

## 2. Equalities context in Haringey

The impact of the budget proposals on equalities should be seen within the context of residents' lives in Haringey. Longstanding inequalities persist in Haringey as they do nationally and globally. In recent years global events, like the COVID-19 pandemic, cost of living and international conflict have impacted on people living in the borough by perpetuating health and economic inequalities and driving community tensions and hate crime.

In common with the whole country, the primary equality challenge in the last year has continued to be the impact of the ongoing cost-of-living crisis on residents. The cost-of-living crisis has compounded economic disadvantage, which often interacts with lack of equal opportunities and discrimination faced by individuals with protected characteristics, notably for disabled people, young people from lower socioeconomic backgrounds, and Black, Asian and minority ethnic residents are more likely to live in our more deprived wards and experience employment gaps.

The number of people receiving unemployment benefits in the borough has fallen very slightly in the last year. The most recent [Cost of Living Statistical Bulletin](#) states 7.5% of residents aged 16+ were claiming unemployment-related benefits in Haringey in May 2025 – circa 14,000 people. This is one of the lowest rates in the last 18 months, yet the 3rd highest of all UK local authorities. This represents a fall of 0.3% from November 2024 when 7.8% of Haringey residents were in receipt of these benefits. Furthermore, the same source states that 27.2% of residents aged 16 to 65 were claiming Universal Credit in Haringey in November 2025 – over 51,000 people – the highest ever figures. This represents an increase of 3.5% when compared to 23.7% of Haringey residents in receipt of this benefit in November 2024.

Deprivation figures provided by the [Indices of Multiple Deprivation](#) were updated in 2025. Whilst the new IMD data is still being analysed, under the new measurements Haringey is relatively more deprived than previously:

- Haringey now has, within London, the highest proportion of LSOA's that are in the 10% most deprived in the country (at 19.1%) (previously second at 9.7%).
- This increase in proportion of LSOA's in the top decile is true across almost all sub domains too, having approximately doubled in Income, Employment, Environment, and Children's Deprivation, and with a significant increase in Barriers to Housing and Services. When ranking Local Authority Districts across the UK on the measure for the 'Proportion of population living in income deprived households' Haringey is ranked 20<sup>th</sup> at 35.4%.
- Haringey's position in the Crime domain has improved the most, now relatively less deprived. This is a shift from being the most deprived in London, to the second most.
- Barriers to Housing and Services, as well as Income Deprivation Affecting Children (IDACI) has worsened the most. By score Haringey has moved from being 11<sup>th</sup> in London for Barriers, up to 5<sup>th</sup>, and for IDACI Haringey's national rank has moved from 61<sup>st</sup> to 20<sup>th</sup>, now in the top 10% nationally.

The State of the Borough report for May 2025 indicates that:

- Haringey has the 13th largest proportion of residents earning below the London Living Wage of all London boroughs.
- Haringey has a higher than average number and rate of children living in poverty. Children in the east of the borough are substantially more likely to be affected by income deprivation than those in the west.
- Inequality in life expectancy amongst men increased from 7.4 to 8.1 in the last year, it's highest level in the last decade, whilst inequality in women increased again from 3.5 to 4.2 years.

### **3. Budget Setting Context**

#### **3.1. Context for the Budget/MTFS**

The proposals in this budget have been developed in a national context where setting local government budgets gets more difficult every year. Haringey has around £143m less in core government funding (in real terms) than it did in 2010 – a 55% drop. At the same time, there have been huge rises in the need for services and substantial price rises pushing up the cost of running services. Despite year-on-year efficiency savings, spending reductions and measures to increase revenue, Haringey will again require Exceptional Financial Support from government to balance our budget next year.

The council recognises that this is a challenging time for our residents, businesses and communities and this budget has been developed in this context, seeking to achieve the best possible outcomes with the limited resources available to us.

#### **Exceptional Financial Support**

The Council's financial position is challenging. Efforts to reduce costs and identify additional savings continues but an application to the Government for Exceptional Financial Support (EFS) is a necessary response to the Council's financial circumstances. EFS support will be provided through an agreement by Government that the Council can capitalise part of its day to day running costs. In practice this means that the Council has permission to either borrow or use capital receipts from the sale of assets to fund day-to-day expenditure.

Given the significant financial challenges we face as a council, this budget, as with the previous year's, presents difficult decisions which may have potential negative impacts on individuals with protected characteristics. Where negative impacts are anticipated, EQIAs will be developed in line with the relevant proposals and mitigating actions will be taken.

#### **3.2. Council Tax**

Currently, we are proposing to increase council tax by 2.99% with an additional 2% increase for Adult Social Care. This is the same as last year and is in line with the referendum thresholds published by Government as part of the Provisional Local Government Finance Settlement.

The Council Tax Reduction Scheme will provide financial assistance with Council Tax bills for residents who are on a low income or less able to pay. Find out more at [www.Haringey.gov.uk/heretohelp](http://www.Haringey.gov.uk/heretohelp).

#### **3.3. Tackling inequality**

Haringey Council's Corporate Delivery Plan 2024-26 commits to fairness and equality running through everything the council does to reduce inequality and promote equity of access, experience and outcomes.

This cross-cutting commitment recognises that:

- we need to use the levers available to us to reduce poverty and economic inequality in the borough and mitigate its worst impacts.
- some groups of residents experience unacceptable structural inequalities related to their protected characteristics and circumstances.
- as we respond to the climate emergency, we understand that there are some residents and communities who will need to be supported to secure a just transition to net zero – and who will be more affected by the impacts of climate change
- social inequalities drive the unacceptable health inequalities which have been all too starkly thrown into relief in the last two years.

The objective of reducing inequality needs to influence how we work with all our communities, target our resources, support and develop our workforce, design our services, and mobilise around key issues.

In this Budget/MTFS the council has sought to promote equality by tackling the rising cost pressures in adult social care, children's social care and temporary accommodation caused by inflation. This ensures we continue to support our most vulnerable residents and meet our statutory obligations, while continuing investment in capital projects that bring a range of social and economic benefits.

#### 4. Assessing impact of MTFS proposals on equalities

The table below shows the detail of all MTFS policy proposals, noting where the requirement for a full Equalities Impact Assessment has been identified and, where potential equalities implications are anticipated, a summary of the findings.

The tables also show proposals for capital spend, noting any likely equality implications.

### Adults, Health and Housing Proposals

Proposal	Full EQIA to be conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
<b>Savings</b>				
<b>Reduction in floating support contract</b> This floating support service provides non-statutory, targeted, person-centred housing-related assistance to residents aged 18 and over living in Haringey, and those placed outside in temporary accommodation. Support includes tenancy sustainment support, income maximisation and support with benefits, crisis support and signposting to relevant services.  This proposal would see the service refocus to: <ul style="list-style-type: none"> <li>• Prioritise residents with complex needs or at high risk of tenancy breakdown</li> <li>• Introduce a shift towards short-term, intensive crisis intervention</li> </ul>	Yes	Residents that access these services fall under a number of protected groups, namely older residents, disabled residents as well as residents from Black and Asian backgrounds.  Should recommissioning for these services go forward, residents who are most at risk could benefit from a prioritisation strategy.	Residents who access this service who fall under a number of protected groups could be disproportionately affected negatively if this service is not going to be recommissioned.	As the service move into consultation on the process of recommissioning the service, additional care will be taken to include the view and opinions of people with protected characteristics.

<p>We will work closely with the provider to implement a prioritisation strategy that ensures the most vulnerable residents receive support first. This approach will also strengthen collaborative working to connect people with the right services at the right time. In addition, we are working towards a digital modernisation programme to provide information and advice quickly and efficiently. These improvements will be achieved by reviewing how services are delivered, streamlining ways of working, reducing back-office costs, and focusing resources on activities that deliver the best outcomes for residents.</p> <p>Any reductions in service will be mitigated, in part, by the creation of two dedicated tenancy sustainment posts in the newly created Independence and Early Intervention Team that will offer tenancy sustainment support to Council Housing tenants.</p> <p>Residents will also continue to have access to Haringey Advice Partnership, mental health floating support, and older persons provision.</p>				
<p><b>Review of Adult Social Care Charging Policy and strengthening financial assessment processes</b></p> <p>This proposal to review adult social care policy and practice aims to save £909,000 in 2026/27 by implementing the following:</p> <ul style="list-style-type: none"> <li>Revising the Charging Policy so charges for care begin from the date care starts and not after financial assessment, as is currently the case. This would align with other councils and ensure a fairer and more equitable approach.</li> <li>Improving the financial assessment process - ensuring assessments are processed more quickly by adding staff capacity and improving co-ordination to reduce delays.</li> </ul> <p>Appropriate safeguards will be put in place for residents who experience genuine difficulty providing information needed to make an accurate financial assessment.</p>	No	None anticipated	ASC is a universal service. People accessing may be more likely to fall under a range of intersectional protected characteristics which may lead to barriers in completing financial assessments promptly. This may include residents with cognitive impairments, language barriers, or limited digital access or literacy.	If the proposal moves forward to implementation, clear communication will be provided at the point of service commencement. Support to be made available in a timely fashion for residents facing barriers to help complete assessments quickly and avoid unnecessary delays.

			Any support needs that result in delays to completing financial assessments could cause stress for some of these residents.	
<p><b>Incentive payments to increase and retain Private Sector Leasing (PSL) stock for use as temporary accommodation</b></p> <p>Since 2008, Haringey Council has faced a gradual decline in the number of landlords offering their properties for use as temporary accommodation. This trend has been driven by a combination of market pressures and funding constraints. Most notably, the continued rise in private rental prices—over 10% across London since September 2024—has made it increasingly difficult for the Council to compete with market rates. As a result, landlords are opting to lease their properties through agents or to other boroughs that offer higher rents or more attractive incentives.</p> <p>The Council's ability to retain PSL properties is further limited by the outdated Temporary Accommodation (TA) Subsidy, which is still based on 2011 Local Housing Allowance levels. This means that when three-year leases come to an end, landlords often request rent increases that the Council cannot meet, leading them to withdraw their properties from the PSL scheme in favour of more lucrative options.</p> <p>To address this, the Council is proposing a pilot scheme to offer landlords a one-off financial incentive at the start of new three or five-year leases. The estimated cost of this initiative is £1.5 million per year, with the aim to retain existing PSL properties and attract new ones thereby avoiding the higher costs associated with nightly paid and B&amp;B accommodation.</p>	EqIA screening tool in place indicates full EqIA not required.	<p>Residents placed in Temporary Accommodation fall under a range of intersectional protected characteristics, including sex, age, disability, race, religion or belief and the local adopted socio-economic characteristic.</p> <p>The introduction of incentive payments will increase access to temporary accommodation could positively impact residents by reducing time spent in unsuitable bed and breakfast accommodation.</p>	None anticipated	Not applicable
<b>Capital Cost Reductions</b>				
<b>Locality Hub (Northumberland Resource Centre)</b>	No	None anticipated	None anticipated	Not applicable

The property is in the Housing Revenue Account budget and general fund budget is no longer required				
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## Children's Services Proposals

Proposal	Full EQIA to be conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
<b>Savings</b>				
<p><b>Care leavers accommodation</b></p> <p>This proposal is for Haringey Children's Services and Housing to work together to develop 11 supported accommodation 'training flats' at Hornsey Town Hall to support 18–25-year-olds who have been in the care of Haringey Council. This is an alternative to current reliance on high-cost private sector placements.</p> <p>The proposed scheme includes:</p> <ul style="list-style-type: none"> <li>• 11 housing units for Haringey care leavers</li> <li>• Wraparound support and life-skills training delivered by a commissioned provider</li> <li>• Rent set at London Affordable Rent (currently £206.87/week), fully covered by housing benefit.</li> </ul> <p>To deliver the proposed scheme the anticipated costs and savings are:</p> <ul style="list-style-type: none"> <li>• Capital investment: £35,000 (furnishing, repairs, meters, office setup)</li> <li>• Cost avoidance: £21,545 per placement annually</li> <li>• Total savings: Up to £267,944 assuming 80% occupancy.</li> </ul> <p>The proposed model is in line with the council's statutory duties to support care leavers and offers a sustainable,</p>	Tbc	Yes – care leavers fall under a range of intersectional characteristics, sharing the characteristic of age as 18–25-year-olds. The proposal anticipates that centralised support for this group of young residents will provide stability and improve outcomes	None anticipated	Not applicable

local solution to rising supported accommodation costs by reducing reliance on costly, fragmented private sector placements. It is anticipated that centralised support for this group of young residents will provide stability and improve outcomes.				
<p><b>Introducing specialist foster carer allowances</b></p> <p>This proposal is to introduce a structured, transparent, and equitable payment system for specialist foster carers in Haringey. This is expected to deliver savings by increasing the number of specialist foster carers working with Haringey Council directly and reducing the need to use high-cost Independent Fostering Agencies to provide foster carers. The proposed model is based on a tiered payment system reflecting the complexity of children's needs.</p> <ul style="list-style-type: none"> <li>• Tier 1 – Enhanced Support (£700–£850/week) for children with moderate emotional/behavioural needs</li> <li>• Tier 2 – Intensive Support (£900–£1,100/week) for children with significant trauma or mild disabilities</li> <li>• Tier 3 – Complex Needs (£1,200–£1,300/week) for children with high-level needs, including parent-child placements.</li> </ul> <p>This tiered approach ensures that payments are aligned with the complexity of care required, while also incentivising carers to develop the skills and capacity to support children with higher needs.</p>	Yes	Yes, indirect impacts are anticipated on those children and young people foster placements sharing a range of characteristics including age.	None anticipated	Not applicable

Capital Cost Reductions				
<b>In borough respite scheme</b>  This scheme has not progressed as anticipated and instead £900,000 of the budget will be retained for developing in-house respite facilities – the remainder removed from the programme and added to the pre-pipeline until further proposals are developed.	No	None anticipated	None anticipated	Not applicable

## Environment and Resident Experience Proposals

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
<b>Savings</b>				
<p><b>Leisure centre savings and increased income through delivery of a commercialisation plan</b></p> <p>Leisure services were brought back under the direct control of the Council in October 2024. As part of the this, the Council committed to £800,000 a year in additional resources for the running of the centres. Current operations are being run within this budget.</p> <p>The service is in a period of stabilisation and transformation, with an externally validated commercialisation plan in place aimed at growing income and membership. This plan aims to generate £7.5 million of income annually.</p> <p>This new proposal seeks to increase the range of and quality of facilities available at our leisure centres to generate additional income and deliver savings in 2028/29 and 2029/30. Achieving this may require further capital investment, as improved facilities are key to increasing footfall in the centres and growing the number of memberships.</p>	Yes	<p>As a universal service, access to improved leisure facilities are anticipated to positively benefit all users.</p> <p>The commercialisation plan delivers a broader range of services through our existing facilities, including more programming for single sex and disability sessions, plus potential to accommodate other groups with protected characteristics.</p> <p>The future redesign of the leisure offer will result in more welcoming, accessible and inclusive leisure centres which meet the needs of Haringey's diverse communities and encourage higher levels of physical activity amongst residents.</p>	None anticipated.	Not applicable
<p><b>Increasing the number of residents accessing their Council Tax bill online ("e-billing") and online forms</b></p> <p>We propose to increase the number of residents who receive their Council Tax bill online rather than in the post. It saves the council money when residents obtain</p>	No	None	Potential for indirect impacts on older people, people with disabilities, people from different ethnic backgrounds.	If this proposal is taken forward for implementation, consider language and disability access needs

<p>their Council Tax bill online, because it reduces printing and postage costs and is more efficient. 33,125 people are on e-billing already, out of 114,963 Council Tax accounts. We estimate that a further 40,000 could switch to e-billing if we invested £12,000 in communications and promotion. This could save an estimated £35,000 on printing and postage alone. The online Council Tax bill is in pdf format and can be printed and used for proof of address in the same way that the posted version can.</p> <p>The activities to increase e-billing uptake will include a promotion campaign over 6 months, including targeted social, and the use of existing email data to encourage residents to sign up to e-billing.</p> <p>The promotion campaign will also promote the use of online forms for Council Tax requests, to reduce the manual work that Council Tax staff have to do. The automation that exists in the forms will reduce the workload and enable staff savings.</p>				<p>under the Translation and Interpretation Policy</p> <p>Consider residents who may need paper for visa/home-office evidence.</p> <p>Communications should include reassurance regarding paper copy availability, assisted digital, translations, visa exemption</p>
<p><b>Charge to Insurers for CCTV footage</b></p> <p>This proposal involves charging insurance companies when they request CCTV footage relating to motor insurance claims that they process.</p> <p>Currently the Council receives approximately 120 CCTV footage requests from insurance companies per year. It makes no charge for handling these requests despite the staff time involved.</p> <p>The proposal is to recover costs by charging insurers to conduct an initial search for footage, and a further charge if footage is located and provided, in the range charged by other local authorities. It is estimated that this will generate income of up to £48,000 per year.</p> <p>If taken forward, further benchmarking would be required including a legal review of the structure of the proposal, fees charged, and any exemptions.</p>	No	None anticipated	None anticipated	Not applicable

<b>Capital Cost Reductions</b>				
<b>Clean Air School Zones</b>  Proposal to pause all works during 2026/27 to then re-visit in next year's annual review programme	No	None anticipated	Potential for indirect discrimination depending on location and pupil / staff / parents and carer cohorts of schools that are on pause.	Ensure the annual review maps current geographical distribution of any schemes implemented. If programme restarts prioritise equitable distribution of initiatives.
<b>Capital Investment</b>				
<b>Moselle Brook</b> The Moselle culvert plays a critical role managing surface water flooding. Partial collapse of the culvert in 2024 requires urgent permanent works.	No	None anticipated	None anticipated	Not applicable
<b>Tree planting</b> Increase in tree planting across the borough – sponsorship / grant funding will be explored.	No	Potential for disproportionality in positive impacts on some groups sharing protected characteristics.	None anticipated	Equitable geographical scheme implementation – reflecting current gaps in tree canopy in the borough
<b>Waste Management</b> Purchase of the waste vehicles by the Council rather than them being leased through the waste contract is more cost effective. The new waste contract will commence in 2027. This budget is already included in the capital programme for 2027/28, but the vehicles need to be purchased in advance of the contract start date and so this will bring forward the budget into 2026/27.	No	None anticipated	None anticipated	Not applicable

## Culture, Strategy & Engagement Proposals

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
<b>Savings</b>				
<p><b>Review of support to businesses</b></p> <p>The Business Support function underpins Haringey's economic ambitions by helping local businesses grow, stay in the borough, and contribute to thriving high streets. It aims to boost business rate income and create local jobs.</p> <p>Currently, key activities include:</p> <ul style="list-style-type: none"> <li>• The Haringey Business Forum</li> <li>• The Haringey Business Bulletin</li> <li>• Access to finance through The Opportunity Investment Fund and Productive Valley Fund, supply chain opportunities, and signposting to opportunities</li> <li>• Delivery of the Haringey Markets Strategy</li> <li>• Supporting Town centre partnerships, Business Improvement Districts, and local business networks</li> </ul> <p>The current revenue budget totals £577,780.</p> <p>The proposal is to fundamentally review the purpose and remit of this service. Recent strategic opportunities such as the London Growth Plan, Borough of Culture 2027 and the European Football Championships coming to Tottenham in 2028 mean we need to redefine and re-prioritise the Council's approach to inclusive growth. The team will redesign the Business Strategy to focus on growth in Haringey, working with our partners in key business sectors, drawing them into the new Business Forum. The current strategy and team need to be reshaped to deliver such an approach, and we believe we can do so with a smaller budget.</p> <p>A £100,000 saving is proposed for 2026/27. Engagement with businesses will take part as part of the review.</p>	No	None anticipated	None anticipated	Not applicable

## Finance and Resources

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
<b>Capital Cost Reductions</b>				
<b>Reduction in Digital Schemes</b> A detailed review of all schemes relating to digital and technology has been undertaken and £1.2m of reductions have been identified based on the latest planned projects.	No	None anticipated	None anticipated	Not applicable
<b>Capital Investment</b>				
<b>Schools Capital Programme</b> Immediate essential repairs for 8 schools (6 primary and 2 secondary) cannot be contained within existing programme	No	Positive impacts can be anticipated for children and young people attending the schools in the essential repairs programme.	None anticipated	Not applicable
<b>Alexanda Palace</b> This will be an investment into the Panorama Room and Kitchen, the key facility used to host the darts. In addition, investment in Mothergrid and the stage, to allow large performance to take place at the palace. This capital investment is expected to support the palace in delivering its income generation strategy and will be through a loan from the Council so no impact on the Council's revenue position.	No	None anticipated	None anticipated	Not applicable

## Management Actions

Proposal	Full EQIA conducted?	Positive Impacts anticipated	Negative Impacts anticipated	Mitigating actions anticipated
<b>Savings</b>				
<b>Management actions</b>	No	None anticipated	None anticipated	Not applicable

This proposal includes a range of actions that will be taken at an operational level within the council to ensure maximum efficiency and reduce costs.				
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## 5. Impact of Budget/MTFS on Equalities

The council works to prevent or mitigate any potential negative impacts of MTFS proposals on equalities ensuring as far as possible that MTFS proposals taken forward align with the principles set out in section 3.3 above.

Full EQIAs will be carried out for proposals as indicated in the table above and measures tailored to the relevant proposals will be outlined in those EQIAs to mitigate any potentially disproportionate negative impacts.

## 5. Consultation

The budget proposals for 2026-27 have been subject to a formal public consultation. A Budget Consultation Report is appended to the Budget Cabinet Report.

Respondents were asked:

- if they supported some proposals and/or
- to what extent proposals would impact them and to provide reasons for their response
- to share their views on capital spending reductions and capital investments
- to share any other changes or proposals that might save money or achieve better value from council spending or generate income
- their views on priorities for protecting spending and any other thoughts on the council's proposed budget.

### 5.1 Key findings:

All savings proposals under consultation were supported by a majority of respondents. When questioned about the impact of certain proposals, a majority of respondents selected 'little or no impact', or 'don't know'. Where reasons were provided, many respondents indicated that neither they nor any members of their family had any experience of the potentially affected service.

Respondents prioritised investment in schools, housing, waste management, and climate resilience. There was opposition to the pause in implementing clean air zones for schools and concerns about spending on Alexandra Palace and other non-essential projects.

Respondents spending priorities were for frontline services that benefit residents with a range of protected characteristics. Priorities highlighted include: protecting social care, housing, libraries, and environmental initiatives

Where asked for further suggestions around saving money, generating income and council priorities, residents put forward a range of suggestions. These responses can be seen [on the online consultation page](#) as well as in the Budget 2026-2027 Consultation Report.

## **5.2 Potential Impact on Residents' Protected Characteristics:**

### **Age:**

There was support for the proposals for in-house foster carers and care leavers accommodation. Respondents felt that there would be a positive impact on this protected characteristic with children and young adults benefiting from these proposals.

Some respondents were concerned the proposals relating to Adult Social Care Charging Policy might negatively impact residents under this protected characteristic.

There was more concern from older respondents about the Council Tax e-billing proposal, however this proposal was supported providing a paper bill was still available.

### **Disability:**

Some respondents were concerned the proposals relating to Adult Social Care Charging Policy and the Floating Support Refocus might negatively impact residents under this protected characteristic. Anticipated mitigations for these proposals are set out in the table above.

### **Gender reassignment:**

No impacts were raised by respondents under this protected characteristic.

### **Marriage and Civil Partnership:**

No impacts were raised by respondents under this protected characteristic.

### **Pregnancy and Maternity:**

No impacts were raised by respondents under this protected characteristic.

### **Race:**

No impacts were raised by respondents under this protected characteristic.

### **Religion and Belief:**

No impacts were raised by respondents under this protected characteristic.

### **Sex:**

No impacts were raised by respondents under this protected characteristic.

### **Sexual orientation:**

No impacts were raised by respondents under this protected characteristic.

Socio-economic:

Some respondents were concerned the proposals relating to Adult Social Care Charging Policy and the Floating Support Contract refocus might negatively impact residents under this protected characteristic. Anticipated mitigations for these proposals are set out in the table above.

In summary, there is no evidence that the proposed 2026-2027 Budget could cumulatively create disproportionately negative impacts on any groups sharing protected characteristics. However, those proposals and programmes that have a geographical aspect to their implementation e.g. tree planting schemes and Clean Air School Zones should consider programme design and implementation that seek to tackle the range of inequalities most particularly faced by residents in neighbourhoods experiencing multiple factors of deprivation.