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 Strategy 2026-27**
Service Area: **Housing**
Officer Completing Assessment: **Marc Lancaster**
Equalities Advisor: **Yasmin Jama**
Cabinet meeting date (if applicable): **18 March 2026**
Director/Assistant Director **Rachel Sharpe/ Maddie Watkins**

2. Executive summary

The EQIA assesses the impact of Haringey Council's Homelessness Strategy 2026-27 on individuals with protected characteristics. The strategy aims to improve prevention, support, and accommodation for people experiencing or at risk of homelessness.

Consultation and Engagement
- Extensive engagement was conducted between October 2024 and April 2025 targeting people with lived experience of homelessness and the risk of homelessness, and accessible to a diverse group of residents.

- A Commonplace survey and working group targeted at people with lived experience of homelessness and the risk of homelessness, and promoted to diverse communities, was responded to by high numbers of some groups with protected characteristics: older people, disabled people, women, people on benefits, and ethnic minorities.

- Feedback highlighted the need for:
  - Better communication and support.
  - Trauma-informed, person-centred approaches.
  - Improved temporary accommodation and access to social housing.

- Formal consultation on a draft strategy was carried out between 27 November 2025 until 18 January 2026 by using an online Commonplace page and questionnaire, and encouraging stakeholders, partners, and the wider community across the borough to comment through those means. There were 684 visits to the Commonplace site during the consultation period with 30 visitors leaving comments.

- Respondents to the consultation were disproportionately from national backgrounds other than British, were disproportionately in older age groups and broadly reflected the socioeconomic profile of the borough.

- All consultation responses have been considered. As a result, the strategy has been amended as set out above to add commitments to tackling empty homes and to translation and interpretation for those who do not speak English, are blind or have a visual impairment, or are Deaf or have a hearing impairment. This enhances the accessibility of homelessness and related services to those with protected characteristics of disability of race (which includes nationality, and ethnic or national origins).

Key Findings from Data Analysis

People with protected characteristics are over-represented in Haringey's population of homeless people and those at risk of homelessness.

Certain groups stand out as being at significantly greater risk of homelessness: Black people, disabled people, and children and younger people. While we do not have robust local data, research also suggest that LGBTQ+ people and trans people are at much higher risk of homelessness.

Most of all, socioeconomic status is very clearly the key determinant of homelessness: people in poverty and people with educational disadvantage are significantly more likely to be homeless or at risk of homelessness. People who own their home are very much less likely to face homelessness.

- Age: Young people (18–34) and children are disproportionately affected.

- Disability: Disabled people, especially those with learning disabilities and mental health conditions, are significantly overrepresented.
- Race: Black residents are nearly twice as likely to experience homelessness.
- Sexual Orientation and Gender Identity: LGBTQ+ and trans individuals face higher risks of homelessness.
- Sex: Men are overrepresented among homeless applicants; women benefit from targeted support for domestic abuse survivors.
- Socioeconomic Status: Poverty is the strongest predictor of homelessness. Unemployment, educational disadvantage, and insecure housing tenure are key risk factors.

The homelessness strategy seeks to improve the way that the council and its partners prevent and respond to homelessness. It therefore aims to have a positive impact on individuals with protected characteristics, particularly those disadvantaged by socioeconomic status.

Within that, the strategy also makes specific provisions for the following groups with protected characteristics or disproportionately comprised of people with protected characteristics: young care leavers, communities experiencing racial inequality, the Gypsy and Traveller community, vulnerable single people and those with complex needs, and those who have been subjected to sexual and domestic violence and abuse.

There are no negative impacts anticipated for any group with protected characteristics.

Intersectionality
- The strategy acknowledges that overlapping identities (e.g., being Black, disabled, and a lone parent) compound disadvantage.
- It commits to trauma-informed, person-centred approaches and improved data collection to address structural inequalities.

Mitigations and Actions
- No negative impacts identified.
- Specific provisions for high-risk groups: care leavers, racialised communities, Gypsy and Traveller communities, survivors of abuse, and people with complex needs.
- Future consultation and data improvements planned to refine the strategy.

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?

In order to develop the proposals expressed in the strategy, officers engaged between October 2024 and April 2025 with people affected by homelessness. Officers held

group discussions and one-to-one interviews with community members and service users at venues and organisations including

- Community Cook Up
- CARIS Haringey
- HAGA
- Museum Of Homelessness
- Haringey Welcome
- Osborne Grove
- Mulberry Junction
- Haringey Probation Service
- Haringey Yong Adult Service
- Resident Voice Board
- Connected Communities
- African Caribbean network meeting
- Turkish Kurdish network
- Hearthstone
- SEND in power
- Bulgarian network
- Haringey Temporary Accommodation lodges

In order to ensure that the council engaged with a diverse range of residents, including those whose voices are traditionally less well heard, officers carried out this engagement with a wide range of organisations, including a number who work specifically with residents who have protected characteristics. To improve engagement with a range of cohorts, engagement took place through a mix of informal group discussions and formal on-to-one meetings, both in-person and by telephone, and for one-to-one interviews provided incentives to recognise and value participants' time.

At the same time officers ran an online Commonplace survey targeted at people with lived experience of homelessness or the risk of homelessness. In order to reach as diverse a group of residents as possible, the survey used open text responses and was promoted widely including through social media, the council's website, community network meetings (including Haringey multi faith forum, African Caribbean network, and the Turkish Kurdish network)

We received responses to the Commonplace survey from 159 people, 107 of whom provided information on their age, sex, disability, ethnicity, sexuality, religion and maternity, benefits entitlement and educational qualifications.

Amongst those who responded, older people, people with no qualifications, people on income-related benefits and people with a disability were over-represented compared

to the wider Haringey population as well as people qualified to degree level, women, and white people.

Out of 107 respondents providing equalities data on the Commonplace survey:
Age
- 9.1% were aged 22-29
- 18.2% were 50-59
- 22.7% 60-74
- 9.1% were 75 plus

Qualifications
- 52.3% had a degree or above
- 3.1 – no formal qualifications
- 3.1 – 1 to 4 GCSEs level 1
- 1.5% level 2
- So 7.7% had no qualifications or no higher than GCSE level

Benefits
- 8.1% HB
- 17.7% UC
- 3.2% pension credits

Sex and gender
- 1.7% identified as trans
- 54.8% as female
- 38.7% as male

Disability
- 33.3% identified as disabled

Ethnicity
- White British 44.9%
- White other – 16.3%
- Black – British, Caribbean, African or other – 16.3%
- Asian – British, Indian, Pak or Bangla – 12.2%
- Turkish – 2%
- Mixed heritage – 6%
- Other – 2%

Sexuality
- Heterosexual - 69.8%
- Gay or lesbian – 7.5%
- Other definition – 3.8%

- Prefer not to say – 18.9%

Religion
- Christian 37.5%
- Muslim 1.8%
- Jewish 3.6%
- Sikh 1.8%
- Hindu 3.6%
- Buddhist 1.8%
- No religion/atheist – 17.9/ 16.1 – 34%

- No respondents were pregnant, 1.7% had given birth in the in last 12 months

Officers then held a working group of six people who had experienced the council's homelessness services. The group produced a series of recommendations all of which have been reflected in the strategy.

The group comprised four women, one man, and one person identifying as non-binary. Three participants identified as having a disability.

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

The issues raised through our early engagement were:

- Almost everyone asked the council to improve the way that it communicates with people experiencing homelessness and with the organisations supporting them.
- Many people identified a need for the council to provide better support for people experiencing homelessness.
- Many cited the need for in-person assessment and support.
- The most frequently raised area related to calls for more supportive, person-centred, and trauma-informed approaches.
- A recurring theme was the shortage of social housing.
- Many people asked for improvements in the quality and availability of local temporary accommodation. There were repeated concerns about families being placed far from support networks and schools, with suggestions that temporary accommodation should be local, family-friendly, and appropriately equipped.

All of these issues were addressed in proposed commitments set out in a draft strategy was produced following this engagement.

In November 2025 Cabinet agreed that draft as the basis for formal consultation.

That consultation was carried out from 27 November 2025 until 18 January 2026 by using an online Commonplace page and questionnaire, and encouraging stakeholders, partners, and the wider community across the borough to comment through those means. This included social media posts and articles, e-bulletins to council subscribers and partners, and direct engagement with young people in the criminal justice system.

There were 684 visits to the Commonplace site during the consultation period but only 30 visitors left comments.

Respondents to the consultation were disproportionately from national backgrounds other than British. 43.1% of respondents identified their national identity as British, 15.6% as English, 6.3% as Irish, 3.1% as Kosovan, 3.1% as Italian, 3.1% as Polish, 3.1% as Somali, and 3.1% as North American. 18.8% defined their national identity as other than any of the options listed. Census data shows that 27% of Haringey residents identified with no UK national identity.

Comments were left by visitors who were disproportionately in older age groups: 20% were aged 50-59 and 40% were aged over 60. Respondents broadly reflected the socioeconomic profile of the borough: 54% were qualified to university degree level or above, broadly in line with the borough-wide figure of 52%. 73.9%s aid they did not receive means-tested benefits of any kind.

Most responses supported the draft strategy by highlighting issues and calling for actions that it already addressed or proposed. Appendix 2 sets this out in more detail, but the strongest messages were as follows:

- Several responses praised the strategy as comprehensive and well structured. The "no wrong door" model was praised as a strong, inclusive approach. Respondents appreciate the ambition and the breadth of the strategy.

- There was strong support for the strategy's articulation of existing commitments to build more council homes.

- There were calls for the council to work more effectively with other organisations and to coordinate its own services. The draft strategy already addressed this with a range of commitments in its first strategic priority, *to prevent homelessness in Haringey through more effective partnership working.*

- Several respondents believe the strategy is good but express concerns that it is unfunded or underfunded. The draft strategy addressed this point, setting out that the council is constrained by very challenging financial context. However, all commitments in the draft strategy were either contained in existing budgets or are subject to ongoing grant applications.

- Several responses highlight that high rents and insecurity in the private rented sector are pushing people into homelessness. The draft strategy already addressed these concerns with a range of actions within its specific focus on preventing homelessness for private renters.

- Several responses raised concerns that single people who are not statutorily vulnerable fall through gaps or that the council prioritises only vulnerable groups. This is a valid concern in financially constrained context, but it is addressed by the existing strategy, especially through its focus on measures to prevent homelessness in the wider population, which is explicitly aimed at reducing homelessness across all sectors of the population; and through the focus on private renters, which is aimed at preventing homelessness across a range of residents, many of whom are unlikely to be considered as vulnerable. Separately, the Housing Strategy commits the council to delivering the high quality and sustainable new homes Haringey needs, including the right mix of homes for our communities.

Several respondents raised issues that were not addressed by the draft strategy. The council has amended the strategy in response as follows:

- There were calls to bring empty homes into use. The strategy has been amended to address this issue by reflecting the existing Housing Strategy commitment on bringing empty homes back into use

- One response highlighted the need for interpreters. The strategy has been amended to reflect commitments in our Translation and Interpretation policy, making it clear that where it is requested, we will arrange for an interpreter.

One respondent asked for clear performance indicators and clear, measurable goals. We will publish a separate action plan with performance indicators that build on the strategic objectives and specific, measurable actions we have already committed to in the strategy.

One respondent asked the council to improve its own management of void properties . We have not amended the strategy in response to this, but the issue is directly addressed in our Housing Improvement Plan and this is driving improved performance in this area.

Some suggestions for specific actions – such as organising home share schemes - were considered but are not within the council's capacity at present.

The council also sought to reconvene the codesign group that met during the engagement phase. Unfortunately, none of its members was available to consider the draft strategy.

4. Data and Impact Analysis

Throughout this analysis, we have used data on households who presented to the council during 2023-24 as either homeless or at risk of homelessness. The data is reported on a quarterly basis by all councils to the MHCLG and published on their website: https://www.gov.uk/government/statistics/statutory-homelessness-in-england-financial-year-2023-24

Where we have used additional data sources, those sources are made explicit in the analysis.

4a. Age
Data
Borough Profile[1]
- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

Target Population Profile
- 0-17: 28.2% of applicant households included children; 0.1% of lead applicants were aged 17
- 18-34: 41.1%
- 35-44: 24.0%
- 45-54: 18.1%
- 55-64: 11.5%
- 65+ : 5.2%

The homelessness strategy proposes a wide range of actions that aim to reduce homelessness and improve the accommodation and support options for those who become homeless. MHCLG data shows that:

- Children aged under 18 are disproportionately affected by homelessness and the risk of homelessness: where 21% of Haringey residents are children, 28.2% of homeless applicant households included children and 0.1% of lead applicants were aged 17.

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

- People aged 18-34 are disproportionately affected by homelessness and the risk of homelessness: where 27% of Haringey residents are aged 18-34, 41.1% of homeless applicant households were aged 18-34.

- The proportion of residents aged 35-44 affected by homelessness appears to be broadly in line with the wider population: 24% of homeless households' lead applicants fell into this age group compared to 24% of the borough's wider population who are aged between 35 and 49.

- Older age groups appear to be progressively less affected by homelessness and the risk of homelessness. 11.5% of homeless applicants were aged between 55 and 64 compared to a population aged 50-64 of 18%; and where 10% of Haringey's residents are aged 65 or above, just 5.2% of applicants for homelessness assistance were aged 65 or above.

Potential Impacts

Since younger people are disproportionately affected by homelessness and the risk of homelessness, the strategy's proposals are expected to have a positive impact on children and adults aged up to 50.

The strategy also proposes a number of specific actions designed to improve accommodation and support options for children and younger people.

The strategy is expected to have a neutral impact on older people: though people aged from around 50, and particularly those aged over 65, are less commonly affected by homelessness and the risk of homelessness, the strategy does not propose any actions that would disadvantage older people.

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 depression[3]
- 1.7% of residents diagnosed with a severe mental illness[4]
- 0.4% of people in Haringey have a learning disability[5]

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

Target Population Profile

- History of mental health problems - 11.0%
- Physical ill health and disability - 11.1%
- Learning disability - 1.2%

13.3% owed a homelessness prevention or relief duty in 2024-25 were unable to work because of long-term illness or disability,

The homelessness strategy proposes a wide range of actions that aim to reduce homelessness and improve the accommodation and support options for those who become homeless. While it does not use identical categories to the census data used for comparison, MHCLG data strongly suggests that:

- People who are disabled are significantly more likely to be affected by homelessness or the risk of homelessness: where 13.7% of the population report a disability, 23.3% of lead homeless applicants have been assessed as having health problems likely to mean that they have a disability.

- 11% of homeless applicants have a history of mental health problems. 9.2% of the Haringey population has depression or a severe mental illness

- People with learning disabilities are especially affected by homelessness: 1.2% of lead applicants have a learning disability, three times the rate of the wider population. And this underestimates the prevalence of learning disabilities in the homeless population as it does not reflect the number of children in homeless households with learning disabilities.

Potential impacts

Since people who are disabled – and especially those with a learning disability - are significantly more likely to be affected by homelessness or the risk of homelessness, the strategy's proposals are expected to have a positive impact on people with these protected characteristics.

The strategy also proposes a number of specific actions designed to improve accommodation and support options for people who have complex needs including around their mental health, learning disabilities and mental ill health.

4c. Gender Reassignment
Data
Borough Profile[6]

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

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

Just eleven people owed a prevention or relief duty identified as transgender - 0.5% of those owed a homelessness duty. It is worth noting that this is the 20th lowest proportion out of 295 Local Authorities in England, and considerably lower than the 1.5% proportion of those owed a duty across London.

Trust for London's November 2023 report *Housing pressures, barriers to employment and healthcare: new research on life for trans Londoners,* responding to "a real lack of data-driven insight into the lives and experiences of trans and non-binary communities" carried out research that found over 25% of Trans respondents had spent time without housing - of those 11% were for more than a year - compared with estimates from Shelter that just under 2% of London population are experiencing homelessness. 7% of trans respondents had carried out work or labour (for example, sex work) for someone in order to be able to stay with them in their home for any amount of time.

Research by Sheffield Hallam University commissioned by the Government Equalities Office – now called the Women and Equalities Unit in the Office for Equality and Opportunity – and published in 2024 as *Lesbian, gay, bisexual and transgender people's experiences of homelessness* found that a relatively high proportion of LGBT people – trans people in particular – experience homelessness compared to non-LGBT people. Robust international evidence shows a statistical relationship between (mainly youth) sexual orientation/gender identity and homelessness.

Potential impacts

It is therefore reasonable to conclude that Trans people are more likely to be affected by homelessness and the risk of homelessness, but also currently less likely to be helped by the council through its statutory functions. It is therefore reasonable to conclude that Trans people will be positively affected by the proposed actions in the Homelessness Strategy.

4d. Marriage and Civil Partnership
Note: Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

Data
Borough Profile [7]

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

- 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

We do not have any reliable data on marriage and civil partnership within the population directly affected by the homelessness strategy.

Potential impacts

We believe that the provisions of the homelessness strategy proposed here would have a positive impact on homeless people regardless of their marriage or civil partnership status.

4e. Pregnancy and Maternity

Data
Borough Profile [8]
Live Births in Haringey 2021: 3,376

We do not have any reliable data on pregnancy or maternity within the population directly affected by the homelessness strategy.

Potential impacts

We believe that the provisions of the homelessness strategy proposed here would have a positive impact on pregnant people and those within the first six months of parenthood, especially in relation to specific provisions for providing safe sleeping equipment for homeless households with babies.

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.[9]

Data
Borough Profile [10]
<u>Arab:</u> **1.0%**
- Any other ethnic group: 8.7%

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

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

Black: **17.6%**
- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

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

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

The census also shows that:

- 67.6% of Haringey residents identified with at least one UK national identity (British, English, Welsh, or combinations).
- 32.3% identified either solely with a non-UK identity or with both UK and non-UK identities.

Target Population Profile

- White - 25%
- Black / African / Caribbean / Black British - 31.5%
- Asian / Asian British - 5.8%
- Mixed / Multiple ethnic groups -4.8%
- Other ethnic groups - 14.9%
- Not known - 18.0%

Nationality:

- UK nationality - 63%
- EEA - 11%
- Ukraine - 1%
- Non-EEA -12%
- Not known – 12%

While the data available does not map precisely onto categories used in the census, it is very clear that:

- Black People are nearly twice as likely to be affected by homelessness – where 17% of the borough's population is Black, 31.5% of homeless applicants identify as Black

- White People are much less likely to be homeless or at risk of homelessness: where 57% of the borough's population identify as White, just 35% of homeless applicants identify as White.

- People with Asian heritage are less likely to be affected by homelessness – 5.8% of homeless applicants identify as having an Asian heritage against a borough population of 8.7%

- People identifying with a mixed heritage are also less likely to be affected by homelessness – 4.8% of homeless households have a lead applicant with mixed heritage within a wider borough population of 7.8%.

- British nationals are represented in the homeless population (63%) at a slightly lower proportion than across the borough's wider population (67.7%)

Potential impacts

Because they are significantly over-represented in the homeless population, it is the homelessness strategy will have a particularly positive impact on Black people.

The strategy states that "structural racism means some communities are disproportionately affected, and affected in specific ways, by homelessness. In the case of some communities, the needs arising from that structural disadvantage are poorly understood – including in some cases because of a lack of data that causes a kind of official invisibility." The strategy therefore proposes "to improve the way we collect data and other intelligence on the needs of our most marginalised racialised communities, including in relation to households approaching the council as homeless or threatened with homelessness. We will use that data to inform a strategic approach from 2027 that will be centred on partnership working with specialist organisations…. (and) make specific arrangements during the next two years for communicating information about benefits and key housing rights information connected with the Renters Rights Act."

Homeless people and those at risk of homelessness of all ethnicities and national backgrounds can expect to be positively impacted by the proposed commitments in the homelessness strategy.

There are no reasons to believe that people with ethnic and national identifies less likely to be affected by homeless people – including White people, Asian people, and British people – will be negatively impacted by any proposed provisions in the strategy.

4g. Religion or belief
Data
Borough Profile [11]

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

Target Population Profile

There is no robust data on the religious profile of people in Haringey affected by homelessness.

However, The Office for National Statistics (ONS) released a dataset titled *People experiencing homelessness, England and Wales: Census 2021 – Ethnic group, national identity, language and religion*. This dataset includes the religion of people identified as homeless (including rough sleepers and those in temporary accommodation) broken down by region, including London. This shows that in London:

- Christian - 39.1%
- No religion - 34.4%
- Muslim - 15.3%
- Hindu - 2.1%
- Buddhist - 1.6%
- Jewish - 0.8%
- Sikh - 0.5%
- Other religion - 1.7%

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

The same dataset reports the religions of the wider London population as:

- Christian - 40.7%
- No religion - 27.1%
- Muslim - 14.3%
- Hindu - 5.1%
- Jewish - 1.6%
- Sikh - 1.5%
- Buddhist - 1.0%
- Other religion - 0.6%

Across London, then, people identifying as Muslims, Sikhs, Buddhists and as people with no religion or other religions are over-represented in the homeless population. People identifying as Christian, Hindu and Jewish are under-represented in the homeless population.

Potential impacts

The proposed homelessness strategy will have an equally positive impact on homeless people of all religions and no religion.

The positive aspects of the homelessness strategy can be expected to have a disproportionately positive impact on the borough's population of Muslims, Sikhs, Buddhists and people with no religion or other religions, all of whom are to different extents over-represented in the homeless population.

Groups under-represented in the homeless population will suffer no detriment through any aspect of the strategy.

4h. Sex
Data
Borough profile [12]
- Females: (51.8%)
- Males: (48.2%)

Target Population Profile

- Male Single parent with dependent children - 1.4%
- Male Single adult - 45.0%
- Female Single parent with dependent children - 18.1%
- Female Single adult 23.4%

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

46.4% of single adult households approaching the council as homeless or threatened with homelessness were men; and 41.5% were women.

Other homeless households presenting as homeless or at risk of homelessness comprised couples or multi-adult groups.

These figures suggest that men are over-represented in the population of Haringey adults presenting as homeless or threatened with homelessness.

Potential impacts

The positive aspects of the homelessness strategy will have an equally positive impact on homeless people regardless of sex.

The positive aspects of the homelessness strategy can be expected to have a disproportionately positive impact on the borough's population of men, who are over-represented in the homeless population.

Women are under-represented in the wider homeless population but will suffer no detriment through any aspect of the proposed strategy. In fact, specific sections of the strategy aimed at improving support and accommodation for victims of sexual and domestic abuse – a cohort that is overwhelmingly female – will specifically be of benefit to women.

4i. Sexual Orientation
Data
Borough profile [13]
- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Target Population Profile

54.5% of adults approaching the council as homeless or at risk of homelessness preferred not to tell us their sexual orientation. This is therefore not a reliable data source for the sexuality of the population directly affected by the homelessness strategy.

Just 1.3% as gay, lesbian, bisexual, or another form of sexuality - This compares with 2.9% of those owed a duty in London. This may suggest that data on sexuality is under-recorded in Haringey's statutory homelessness services.

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

However, research by Sheffield Hallam University commissioned by the Government Equalities Office – now called the Women and Equalities Unit in the Office for Equality and Opportunity – and published in 2024 found that:

- There is no robust data measuring the number of LGBT people currently homeless in the UK. However, existing evidence indicates that LGBT people may be at greater risk of becoming homelessness than people not identifying as LGBT.

- LGBT people tend to be overrepresented in surveys of homeless people. Within the UK estimates of homelessness service users identifying as LGBT ranges from 16% (McCoy, 2018) to 32% (Porchlight, 2015), a significant over-representation compared to the national average of 1.4%.

- A relatively high proportion of LGBT people – trans people in particular – are found to experience homelessness compared to non-LGBT people. Robust international evidence shows a statistical relationship between (mainly youth) sexual orientation/gender identity and homelessness.

Potential impacts

It is therefore reasonable to assume that people who identify as LGBTQ+ are likely to be over-represented in the target population for this strategy and therefore affected positively by it.

4j. Socioeconomic Status
Data
Borough profile
Income
- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023[14]
- 19.6% of residents were claiming Universal Credit as of March 2023[15]
- 29.3% of jobs in Haringey are paid below the London Living Wage[16]

Educational Attainment
- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)[17]
- 3.7% of Haringey's working age population had no qualifications as of 2021[18]

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

- 5.0% were qualified to level one only[19]

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

Target Population Profile

- Registered unemployed- 32.6%
- Not working due to long-term illness / disability - 11.0%
- Full-time work - 13.2%
- Part-time work - 15.6%
- Not seeking work / at home - 4.5%
- Not registered unemployed but seeking work   - 3.5%
- Retired - 2.6%
- Student / training - 1.6%
- Registered employed off work - 2.1%
- Working irregular hours - 2.5%
- Other - 2.6%
- Not known - 8.4%

We do not have data on the educational background of the Haringey population affected by homelessness. he ONS Census 2021 provides data on the educational background of people experiencing homelessness, including those in London.

Around one in three people aged 16+ identified as homeless reported having no qualifications (34.5%). This is almost double the rate in the general population (18.8% with no qualifications).

Potential impacts

Socioeconomic status is very clearly the key determinant of homelessness.

Poverty is the key determinant of whether someone is likely to become homeless.
32.6% of Haringey's population affected by homelessness were registered unemployed; 11% were not working due to long-term illness / disability - 11.0%
Only 13.2% of Haringey's population affected by homelessness were in full-time work. 15.6% were in part-time work. The overall employment rate (including both full-time and part-time work) for adults aged 16–64 in Haringey was 74.9% as of the end of 2023.

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[19] LG Inform – Data and reports | LG Inform (local.gov.uk)
[20] IMD 2019 – English indices of deprivation 2019 - GOV.UK (www.gov.uk)

Those who own their home are much less likely to be at risk of homelessness than those who do not – just 1.6% of people who were at risk of homelessness were home-owners. 37% of Haringey households are owner occupiers

Educational disadvantage is a significant risk factor for homelessness. People experiencing homelessness are almost twice as likely to have no qualifications compared to the general population. Only about 1 in 10 homeless people have a degree or higher qualification, compared to 1 in 3 in the general population.

The provisions in the homelessness strategy will therefore be especially positive for those in the wider population whose class and socioeconomic status makes them at the highest risk of homelessness.

The   strategy proposes specific interventions to address worklessness and educational disadvantage, and to link that work more closely to the homelessness prevention agenda.

5. Key Impacts Summary

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

People with protected characteristics are over-represented in Haringey's population of homeless people and those at risk of homelessness.

Certain groups stand out as being at very significantly greater risk of homelessness: Black people, disabled people, and children and younger people. While we do not have robust local data, research also suggest that LGBTQ+ people and trans people are at much higher risk of homelessness.

Most of all, class is clearly the key determinant of homelessness: people in poverty and people with educational disadvantage are very significantly more likely to be homeless or at risk of homelessness. People who own their home are very much less likely to face homelessness.

The homelessness strategy seeks to improve the way that the council and its partners prevent and respond to homelessness. It therefore aims broadly to have a positive impact on people with protected characteristics and people disadvantaged because of their socioeconomic status.

Within that, the strategy also makes specific provisions for the following groups with protected characteristics or disproportionately comprised of people with protected characteristics: young care leavers, communities experiencing racial inequality, the Gypsy and Traveller community, vulnerable single people and those with complex needs, and those who have been subjected to sexual and domestic violence and abuse.

There are no negative impacts anticipated for any group with protected characteristics.

5b. Intersectionality

There is no robust data on intersectionality and homelessness at a local level.

Trust for London's 2025 *London's Poverty Profile* shows that:

- 26% of Londoners live in poverty, with 38% of non-white households affected.
- 53% of single-parent households are in poverty, disproportionately impacting women.
- Poverty is not evenly distributed: ethnic minorities, disabled people, and LGBTQ+ individuals face compounded disadvantages.

Joseph Rowntree Foundation's UK Poverty 2025 report highlights:
- Disabled people have a poverty rate of 30%, with those experiencing mental health conditions at 50%.
- Informal carers face a poverty rate of 28%
- Lone parents and families with young children are especially vulnerable, with 44% of children in lone-parent families in poverty.

Intersectionality matters for class and therefore for homelessness. The strategy's commitment to take a person-centred and trauma-informed approach responds positively to this, as does its commitments to a renewed training programme for officers.

5c. Data Gaps
Structural racism means some communities are disproportionately affected, and affected in specific ways, by homelessness. In the case of some communities, the needs arising from that structural disadvantage are poorly understood – including in some cases because of a lack of data that causes a kind of official invisibility.

The strategy therefore proposes over the next two years to work to improve the way we collect data and other intelligence on the needs of our most marginalised racialised communities, including in relation to households approaching the council as homeless or threatened with homelessness; and to use that data to inform a strategic approach from 2027 that will be centred on partnership working with specialist organisations.

The council will consult on the strategy as part of its commitment to ensure that the strategy as finally adopted fully meets its Public Sector Equality Duty (PSED) under the Equality Act (2010).

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

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

1. Eliminate Discrimination
- The strategy identifies and addresses structural inequalities (e.g., racism, ableism, homophobia).
- It proposes inclusive service delivery and improved data collection to reduce invisibility and bias.

2. Advance Equality of Opportunity
- Targeted actions for disproportionately affected groups (e.g., Black residents, disabled people).
- Commitments to improve access to housing, support services, and communication for marginalised communities.

3. Foster Good Relations
- Engagement with diverse communities and lived experience groups.
- Plans for partnership working with specialist organisations.
- Emphasis on trauma-informed and person-centred approaches to build trust and inclusion

7. Amendments and mitigations

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

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?

Not required

7. Ongoing monitoring

The impact of the strategy including in terms of equalities will be reviewed through any successor to the Homelessness reduction Board, through existing internal governance processes, and when a new strategy is adopted at its completion.

8. Authorisation

EQIA approved by (Assistant Director/ Director)   **[Type answer here].**

Date   **[Type answer here].**

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.