

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:	Consultation draft of Older People's Housing Strategy
Service Area:	Housing
Officer Completing Assessment:	Marc Lancaster
Equalities Advisor:	Elliot Sinnhuber
Cabinet meeting date (if applicable):	18 March
Director/Assistant Director	Sara Sutton/ Neehara
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2. Executive summary

The proposed Older People's Housing Strategy for Haringey sets out a 15-year plan to improve housing options for older residents, aiming to support independence, dignity, and community. Key proposals include increasing the supply of specialist housing for older people, modernizing the council's sheltered housing stock, improving accessibility and design standards, and enhancing housing-related advice and support services.

The strategy is likely to have positive impacts on older people, disabled residents, and those from lower socioeconomic backgrounds, particularly through improved housing quality, accessibility, and support services.

Measures to ensure inclusivity include commitments to inclusive design, co-production with residents, and targeted support for vulnerable groups. The strategy also proposes monitoring frameworks and community engagement to ensure accountability.

Next steps are formal consultation open to all Haringey residents and businesses, with measures to try to ensure that we hear from voices of older people who are often unheard, and review of the strategy and equalities impact assessment in light of that consultation.

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.

The council engaged extensively with older people between November 2024 and March 2025 to understand their priorities for the strategy. The council has tried to reflect those priorities in the draft that we will now consult on.

We will review the draft in light of formal consultation.

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

During the first phase of engagement to produce the draft strategy, officers attended numerous in-person and virtual meetings with a range of organisations with well-established links to Haringey communities – including resident groups, networks and forums; voluntary and community sector (VCS) organisations; medical professionals; and other service providers. Below is the full list of groups that the Council met with:

- African Caribbean Network
- Carers First
- Disability Action Haringey
- GPs
- GRACE Organisation
- Haringey Age Well Board
- Haringey Council Carers Working Group
- Haringey Council Supported Housing Continuous Improvement Group
- Haringey LGBTQ+ Network
- Haringey Multifaith Forum
- Haringey Over 50s Forum
- Haringey Patient Participation Group (PPG) Network

- Haringey VCS Forum
- Hornsey Housing Trust
- Mind in Haringey (MIH)
- Old Alone
- Older People's Reference Group – as well as members of the Carers and Dementia Reference Groups
- Public Voice
- Reach & Connect – MIH and Public Voice Community Connectors
- Roma Support Group
- Tottenham Pensioners Action Group
- Turkish & Kurdish Community Network
- VCS Joint Partnership Board co-chairs

There were several groups—particularly those representing seldom-heard communities—that officers had identified and sought to engage with but were unable to arrange a meeting with. In such cases, they were encouraged to complete Commonplace surveys.

On 28 November 2024, the council launched a survey via Microsoft Forms to hear from service providers and medical professionals who sit on the Haringey Age Well Board. The survey was designed to capture the housing-related issues that their older service users and patients face, the priorities for their housing and how the strategy should respond.

The survey closed on 13 December 2024 and received four responses from Board members representing the medical profession and advocacy groups.
Commonplace

On 20 January 2025, we launched a Commonplace engagement site with four surveys aimed at four different groups:

1. General survey – for people aged 45 and over
2. Carers aged under 45, who care for someone aged 45 or over
3. Carers aged 45 and over – regardless of the age of the person they care for
4. Service providers

The surveys were promoted through organisations, Haringey Learns, libraries across the borough, and through the Council's social media and online newsletters.

The surveys closed on 31 March 2025, receiving a total of 168 contributions from 143 respondents.

A total of 104 respondents answered at least one of those questions.

63.4% identified as female, 30.1% as male, 1.1% use another term, and 5.4% preferred not to say. 93.4% said they did not identify as trans, and 6.6% preferred not to say.

22.8% identified as disabled. 69.6% as not disabled, and 7.6% preferred not to say.

86 respondents answered the question asking which option best describes their ethnic group.

Ethnic Group	Total
Asian or Asian British - Bangladeshi	1
Asian or Asian British - Chinese	1
Asian or Asian British - Indian	1
Any other Asian Background	2
Black, Black British - African	1
Black, Black British - Caribbean	7
Any other Black, Black British, Caribbean, or African background	2
Kurdish	1
Mixed or Multiple background - White and Black Caribbean	1
Any other Mixed or Multiple background	3
Turkish	1
White English/Welsh/Scottish/ Northern Irish/British	47
White Irish	1
Any other White Background	15
Any other ethnic group	2
Grand Total	86

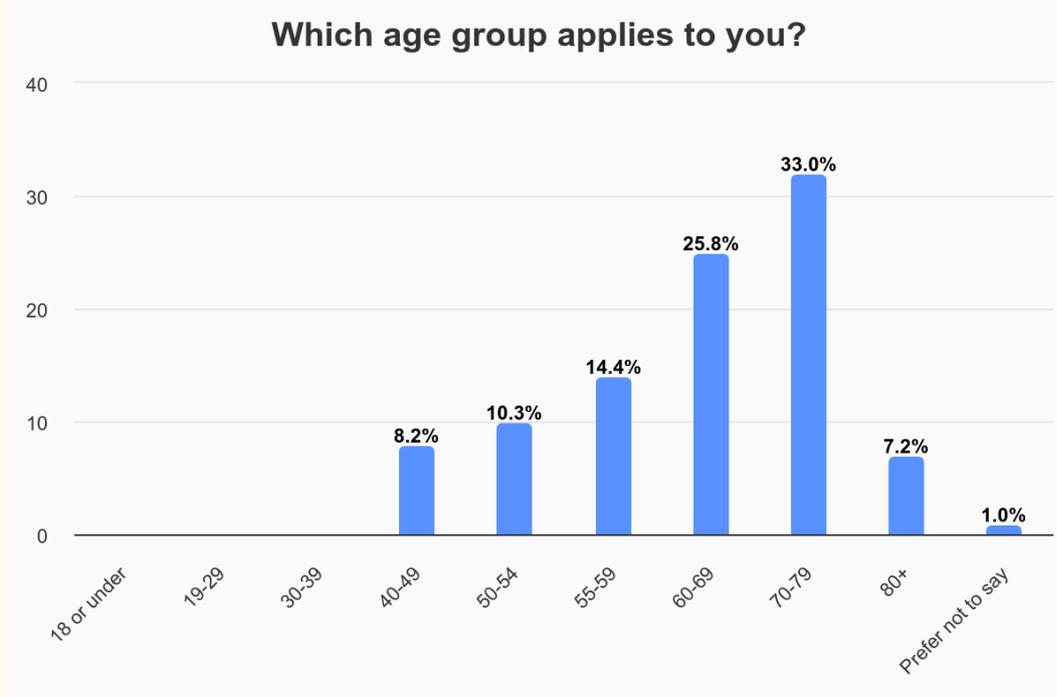
83 respondents answered the question asking which option best describes their sexual orientation. 5 of those identified as 'Gay / Lesbian', 65 identified as 'Heterosexual / Straight', 1 selected 'I use another term', and 12 preferred not to say.

82 respondents answered the question: 'How would you describe your religion or belief?'

Religion or belief	Total
Atheist	24
Buddhist	3
Christian	21
Jewish	1
Muslim	3
No Religion	17
Prefer not to say	9
Prefer to self-describe	4

Grand Total	82
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The age groups of those responding to the Commonplace survey is shown below:



27.6% of respondents received income-related benefits such as pension credit, housing benefit or universal credit.

64.8% of respondents were owner occupiers; 20.2% were tenants of social rented housing; 12% rented from a private landlord. Two contributions to the general survey (1.6%) were from people who were homeless or living in insecure housing.

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

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

4a. Age

Data

Borough Profile¹

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

- 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

The strategy's target population is aged over 55 and explicitly aims to benefit them by setting a direction for housing that will meet their needs. However, as almost all people will one day be aged over 55, this strategy will in due course benefit everybody.

The census shows that older people (defined pragmatically as 55+) make up 28.1% of Haringey's population, with 10% being 65 or older, with significant growth projected: the 65+ population will rise from 30,700 in 2025 to 44,800 by 2045 (a 46% increase). The strategy responds to this by proposing increased provision of extra care housing, modernization of sheltered housing, and improved housing pathways.

Older people are disproportionately affected by housing-related challenges: 26.3% of people aged 50+ live alone, rising to 46.9% among those aged 85+. Private renting declines with age but remains significant (9.2% at 65+). Many older people live in homes that are unsuitable for ageing, with limited accessibility and high maintenance burdens.

Potential Impacts

The strategy is likely to have positive impacts on older residents by expanding housing options tailored to age-related needs, promoting ageing in place through adaptations and inclusive design, and supporting independence and reducing isolation through community-based models.

However, there is a risk of exclusion if new developments are not equitably distributed or if older people in private rented or owner-occupied homes are not adequately supported to access new housing options.

The strategy includes targeted support for older renters and homeowners, co-design with older residents, and a commitment to inclusive design standards. Continued engagement and monitoring will be essential to ensure equitable access across 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

Target Population Profile

Disability is highly prevalent among older people in Haringey. The census shows that among residents aged 50+, 14.1% are “limited a lot” in daily activities, 12.7% “limited a little”, and 7.6% have a long-term disability but are not limited. The number of older people with learning disabilities is projected to rise to over 1,000 by 2040.

Potential Impacts

The strategy addresses disability through commitments to inclusive design, improved accessibility standards (e.g. M4(2) and M4(3)), and increased provision of wheelchair-adaptable homes. It also proposes better access to occupational therapy, adaptations, and dementia-friendly design.

The strategy is likely to have positive impacts on disabled residents by increasing the supply of accessible and adaptable homes, improving the quality and responsiveness of repairs and adaptations, embedding inclusive design in new developments, and supporting independent living and reducing hospital admissions.

Disabled people in private rented housing may face barriers to accessing adaptations or moving to more suitable homes. There is also a risk that accessibility standards may not be consistently enforced across tenures.

The strategy proposes stronger collaboration with housing associations, enforcement of accessibility standards, and targeted support for disabled tenants. Co-design with disabled residents and monitoring of outcomes will be essential to ensure equitable impact.

4c. Gender Reassignment

Data

Borough Profile⁶

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/disabilityandlongtermhealth/bulletins/disabilityenglandandwales/2021)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-improvement/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+](https://www.nhs.uk/quality-improvement/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>

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

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

Target Population Profile

No specific data is available on older trans residents or their housing needs.

However, written evidence submitted by Age UK to the in 2015 set out that

- Many older trans people report fear of experiencing transphobia if they require care services, both from staff and fellow residents. Sadly these fears are sometimes realised. In the EHRC's 2011 report into home care one older trans woman described being stared at like a 'freak' by her home care workers and sometimes sitting crying after they had left.
- There are very limited employment opportunities for older trans people of working age due to a combination of age and transgender discrimination. As a direct result of having been underemployed or unemployed older trans people are also more likely to be on low incomes and without stable housing. In this context high quality benefits advice which ensures that people receive their entitlements is crucial.

Potential Impacts

The strategy commits to bring forward older people's housing schemes that cater specifically to older LGBTQ+ residents, working with LGBTQ+ people and partner organisations to achieve this.

It also commits to sign up to the LGBTQ+ housing pledge and, starting in sheltered and supported housing schemes, work towards achieving pledge pioneer status. Broader commitments to housing-related advice and support are also likely to have a positive impact on this group.

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

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

Of course, older people are much more likely than the wider population to be widowed – 21.1% of those aged 65 and over are widowed.

Older age groups in Haringey are also considerably more likely married or in a registered civil partnership – 45.3% of those aged 50-64 and 44.1% of those aged over 65 compared to 35.8% of the wider population. They are also much more likely to be divorced: 15.1% of those aged 50-64 and 16.6% of those aged 65 and over.

Potential Impacts

The strategy is unlikely to have direct impacts on this characteristic. However, proposals to support carers, improve housing pathways, and enable co-living may indirectly benefit older couples and those who have lost partners.

4e. Pregnancy and Maternity

Note⁸:

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

Data

Borough Profile ⁹

Live Births in Haringey 2021: 3,376

Target Population Profile

Pregnancy and maternity is exceedingly rare after the age of 55, affecting just 86 women in England in the five years between 2016 and 2021.

⁸ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

⁹ Births by Borough (ONS)

However, younger carers may be affected, particularly if they are supporting older relatives while managing childcare responsibilities.

Potential Impacts

Indirect impacts may arise for younger carers, especially women, who face housing insecurity or challenges balancing care and family responsibilities. The strategy's support for carers and housing advice services may help mitigate these pressures.

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.¹⁰

Data

Borough Profile ¹¹

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

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

Black: 17.6%

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

Mixed: 7.0%

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

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%

¹⁰ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/our-work/anti-discrimination-law/race-discrimination)

¹¹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicity/bulletins/census2021)

- Other White: 22.1%

Target Population Profile

The census shows that of Haringey people aged 65 and over:

Asian, Asian British or Asian Welsh: Bangladeshi	323	1.2%
Asian, Asian British or Asian Welsh: Chinese	426	1.5%
Asian, Asian British or Asian Welsh: Indian	1159	4.2%
Asian, Asian British or Asian Welsh: Pakistani	197	0.7%
Asian, Asian British or Asian Welsh: Other Asian	839	3.0%
Black, Black British, Black Welsh, Caribbean or African: African	1786	6.4%
Black, Black British, Black Welsh, Caribbean or African: Caribbean	2876	10.4%
Black, Black British, Black Welsh, Caribbean or African: Other Black	275	1.0%
Mixed or Multiple ethnic groups: White and Asian	128	0.5%
Mixed or Multiple ethnic groups: White and Black African	71	0.3%
Mixed or Multiple ethnic groups: White and Black Caribbean	119	0.4%
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	267	1.0%
White: English, Welsh, Scottish, Northern Irish or British	11551	41.7%
White: Irish	1526	5.5%
White: Gypsy or Irish Traveller	7	0.0%
White: Roma	26	0.1%
White: Other White	3898	14.1%
Other ethnic group: Arab	101	0.4%
Other ethnic group: Any other ethnic group	2136	7.7%

Amongst Haringey's population of people aged over 65, people with white British, white Irish, Black Caribbean, and Indian heritage are over-represented compared to the wider population. There are proportionally fewer people aged 65 and over with Arab, mixed, or Black African heritage than in the wider population.

Potential Impacts

The draft strategy explicitly proposes a commitment to bring forward older people's housing schemes that cater specifically to older residents belonging to minoritised communities whose cultural needs are not currently met in the borough, working with those communities and partner organisations to achieve this. The strategy is likely to have positive impacts if commitments to inclusive design, community-led housing, and culturally sensitive services are implemented.

4g. Religion or belief

Data

Borough Profile ¹²

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

- 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

The 2021 Census suggests that older age groups are considerably more likely than the wider population to be Christian: 45.7% of those aged 50-64 and 52.1% of those aged over 65 are Christian compared to 39% of the whole Haringey population. Those over 65 are also more likely to be Hindu than the wider population (3.2% compared to 1.3%).

Older age groups are much less likely to identify as having no religion - 27.4% of those aged 50-64, and 22.6% of those aged 65 years and over say they have no religion compared to 31.6% of the wider population.

Older age groups are also somewhat less likely to be Muslim (respectively 10.7% and 8.7% of those aged 50-64 and those aged 65 and over).

Potential Impacts

Positive impacts may arise from proposals to foster inclusive communities and culturally sensitive design, and especially in terms of a commitment to deliver housing schemes that cater specifically to older residents belonging to minoritised communities whose cultural needs are not currently met in the borough.

4h. Sex

Data

Borough profile ¹³

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

Target Population Profile

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

The Census shows that 52.5% of people aged 50-64 and 56.1% of people aged 65 and over in Haringey identify as female.

Potential Impacts

While women in Haringey have a longer life expectancy, they also tend to live longer in ill health, underscoring the importance of addressing health disparities and ensuring equitable access to services for older residents.

The strategy is likely to have positive impacts on older women, particularly through improved housing affordability, support for carers, and safer public realm design. However, risks include continued isolation and financial vulnerability if housing options remain unaffordable or inaccessible.

4i. Sexual Orientation

Data

Borough profile ¹⁴

- 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

The Census does not provide data specifically on the sexuality of older people in Haringey.

However, wider data and research consistently demonstrate that older LGBTQ+ people in the UK face distinct and often acute housing-related challenges, shaped by a lifetime of discrimination, socio-economic marginalisation, and systemic exclusion. Multiple studies, including those published by Trust for London, similarly conclude that historical discrimination has led to disproportionately high rates of financial hardship, with 34% of London LGBTQ+ over-50s living on incomes below the Minimum Income Standard for London (Trust for London, 2025).

Social isolation is a significant and recurring theme. Evidence from multiple sources shows that older LGBTQ+ people are far more likely to live alone, with around 64% of LGBTQ+ over-50s in London reporting solitary living arrangements (Tonic Housing, 2025; Scene Magazine, 2025). Research also demonstrates that many older LGBTQ+ residents expect little or no social support in the event of a crisis, with 36% reporting no anticipated help from family, partners, or friends (Inside Housing, 2025). This lack of informal support increases vulnerability to housing instability, as

¹⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-and-population/sexual-orientation)

isolation often reduces awareness or uptake of available services, a problem highlighted in studies conducted by Age UK and Tonic Housing.

Multiple studies, including Carr & Ross (2013) for the Joseph Rowntree Foundation, have shown that older lesbian, gay and bisexual people frequently fear entering mainstream home care, sheltered housing, or residential care settings due to heteronormative assumptions, invisibility of their identities, or the risk of overt hostility. Westwood (Journal of Poverty and Social Justice, 2016) demonstrates widespread concerns about experiencing homophobia, biphobia or transphobia in both domiciliary and communal care environments, with evidence that UK housing and care provision is often perceived as culturally unsafe for LGBTQ+ residents. Research funded by the National Institute for Health and Care Research shows that home-care workers often lack the skills, confidence and preparedness to deliver inclusive support to older LGBTQ+ people, reinforcing fears of discrimination within one's own home environment (LEAP study, 2025).

Potential Impacts

The draft strategy is likely to impact in a positive way on LGBTQ+ people.

It proposes specific commitments aimed at positive impacts on residents who are LGBTQ+: to bring forward older people's housing schemes that cater specifically to older LGBTQ+ residents, working with LGBTQ+ people and partner organisations to achieve this; and to sign up to the LGBTQ+ housing pledge and, starting in sheltered and supported housing schemes, work towards achieving pledge pioneer status.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁵
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁶
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁷

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁸
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁹

¹⁵ ONS – [ONS Claimant Count](#)

¹⁶ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

¹⁷ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

¹⁸ DfE – [GCSE attainment and progress 8 scores](#)

¹⁹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

- 5.0% were qualified to level one only²⁰

Area Deprivation

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

Target Population Profile

The 2021 Census shows that older people in Haringey are very much more likely than younger groups to have no qualifications: 22.8% of those aged 50-64 and 36.2% of those aged 65 and over have no qualifications. Only 3.7% of Haringey's working age population had no qualifications as of 2021.

Older people are also more likely to suffer financial hardship than younger people. While data is not available at a borough level, Age UK London have found that 24% of older Londoners (50+) live in poverty, with 46% of older Londoners in social housing in poverty.

Potential Impacts

The strategy identifies housing affordability as a key concern and one of the principles running throughout its objectives. The strategy is therefore likely to have positive impacts on lower-income older residents by increasing access to affordable housing options, including a wider range of affordable specialist options for older people, supporting rightsizing with financial and practical assistance, improving thermal efficiency to reduce fuel poverty, and providing targeted housing advice.

5. Key Impacts Summary

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

Older people are more likely than younger groups to be disabled; to be women; to be married, divorced, or widowed; to be Christians; or to have no qualifications. They are more likely to be homeowners than younger age groups, but there are also more likely to live in poverty – especially if they rent their home.

Potential Impact

The strategy aims to make a wider range of housing types available and affordable to older people, so this will particularly benefit groups who are financially excluded.

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](https://www.local.gov.uk)

²¹ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

The focus on aids and adaptations and better advice and housing related support services, as well as housing pathways, is likely to benefit those groups who are more likely to be disabled.

5b. Intersectionality

Census data shows that some older ethnic groups are significantly more likely than others to be disabled.

In the group of people aged 50-64, 31.8% of those identifying as White Gypsy or Irish Travellers, 30.7% of people with Bangladeshi heritage and 29.2% of those with Pakistani heritage are disabled. 20.7% of those with a White English, Welsh, Scottish, Northern Irish or British heritage are disabled.

Among people aged 65 and over, 51.7% of people with Bangladeshi heritage are disabled, 45.2% with a Pakistani heritage, 43.1% with a Black Caribbean heritage, and 42.9% identifying as Gypsies or Travellers. 33.3% of those with a White English, Welsh, Scottish, Northern Irish or British background are disabled.

We know too that financial poverty is concentrated amongst older people who rent their homes. Age UK's 2024 research shows that 46% of older Londoners in social housing are in poverty. Older renters on fixed incomes also face particular financial challenges.

Research by Tonic Housing indicates that long-term discrimination has significantly reduced the opportunities of older LGBTQ+ people to earn, save and secure stable housing, with particularly severe impacts on LGBTQ+ people of colour, disabled LGBTQ+ individuals, and trans and non-binary people (Tonic Housing, 2025; Age UK, 2025).

5c. Data Gaps

The engagement carried out to produce the draft strategy was comprehensive. However, it seems likely that we heard less often from older people with Asian or Black African heritage. We will reach out to organisations working with these groups of elders in order to try to engage them in our consultation.

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

The proposed Older People's Housing Strategy is designed to advance equality of opportunity for older residents in Haringey. It directly addresses the needs of people with protected characteristics—particularly age, disability, sex, race, and socioeconomic status—through inclusive design, increased housing options, and targeted support.

The fact that almost everyone will at some point become an 'older person' means that the strategy could be seen to bring benefits to all sections of Haringey's

population.

The strategy does not appear to introduce direct or indirect discrimination. However, risks of exclusion may arise if affordability, accessibility, or cultural sensitivity are not consistently addressed across tenures and developments.

The strategy actively promotes equality by improving housing access for older people, older disabled people, those with lower incomes, and older people from minoritised communities.

Proposals for intergenerational housing, community-led models, and inclusive public realm design support social cohesion and reduce isolation.

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. However, we will review the proposed strategy in light of an extensive formal consultation.

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?

The draft strategy will be reviewed in light of extensive formal consultation

Lead officer: **Marc Lancaster**

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

The draft strategy will be reviewed in light of consultation that we anticipate will take place between June and August 2026.

Date of EQIA monitoring review: August 2026

8. Authorisation

EQIA approved by (Assistant Director/ Director)

Date

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.