Equality Impact Assessment (EQIA) template

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:	**Decision to consult on Haringey's Draft Anti-Poverty Strategy**
Service Area:	**Resident Experience and Reducing Inequality**
Officer Completing Assessment:	**Elliot Sinnhuber**
Equalities Advisor:	**Sophie Porter**
Cabinet meeting date:	**10th November 2026**
Director/Assistant Director	**Barry Francis, Corporate Director of Environment and Resident Experience.**

2. Executive summary

This EQIA considers the decision to consult on Haringey's Draft Anti-Poverty Strategy. The Strategy aims to reduce poverty and its impacts by improving financial resilience, increasing access to support, and addressing the underlying causes of poverty. The consultation will help ensure that the final Strategy reflects the needs and priorities of residents most affected by poverty and inform any changes before adoption.

The analysis found that the Strategy is likely to have an overall positive equality impact. Evidence shows that poverty disproportionately affects older and younger people, disabled people, Black and Bangladeshi communities, Muslim residents, women, and some transgender residents. As these groups are overrepresented among those

experiencing poverty, they are likely to benefit most from the Strategy's aims and proposed actions. No significant adverse equality impacts have been identified.

To mitigate any potential risks, consultation and engagement will be undertaken with a broad range of residents and community organisations, including groups representing protected characteristics. Any specific projects, policies or programmes developed from the Strategy will be subject to further equality analysis and, where appropriate, their own EQIA.

The next step is a public consultation on the draft Strategy. Feedback will be used to refine the final Strategy, and equalities impacts will continue to be considered as actions are developed and implemented.

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.

Evidence shows that the following groups are most likely to experience poverty in Haringey:

- Residents over the age of 65 and Children
- Disabled residents
- Ethnic minorities particularly Black and Bangladeshi households
- Muslim households
- Socially and private renting households
- Lone parents
- Unpaid Carers
- Households where no adults have English as their main language
- Residents living in the east of the borough particularly Northumberland Park.

Engagement will ensure we are we are prioritising the right actions that will have the greatest impact on these groups and others living in poverty. Where consultation identifies additional or different priorities this will be reflected in the final strategy.

We will use a range of methods to ensure we can reach those who share protected characteristics including:

- Survey on Digital Engagement Hub Commonplace which has a translation feature and hard copies in community settings where relevant with translation available.
- Contacting VCS organisations who work with specific communities to ask them to promote and signpost the consultation survey.
- Haringey Youth Council session to get input from children and young people.

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

N/A

4. Data and Impact Analysis

***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 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

Households deprived in at least one dimension			
Age band for the HRP	% of households	Households	x times diff. with Haringey mean
Aged 16 to 19 years	65.5%	93	1.2
Aged 20 to 21 years	70.7%	326	1.2
Aged 22 to 24 years	65.6%	1,069	1.2
Aged 25 to 29 years	51.7%	3,584	0.9
Aged 30 to 34 years	48.6%	5,387	0.9
Aged 35 to 39 years	48.9%	5,879	0.9
Aged 40 to 44 years	52.4%	6,307	0.9
Aged 45 to 49 years	54.8%	6,291	1.0
Aged 50 to 54 years	57.4%	6,760	1.0
Aged 55 to 59 years	58.8%	6,249	1.0
Aged 60 to 64 years	59.5%	4,690	1.1
Aged 65 years and over	67.9%	12,920	1.2
Grand Total	**56.7%**	**59,555**	

Residents aged 16+ in NS-SeC 'Never worked & long-term unemployed'			
Age band for the HRP	% of residents	number of residents	x times diff. with Haringey mean
Aged 16 to 19 years	7.0%	808	0.6
Aged 20 to 21 years	14.2%	763	1.3
Aged 22 to 24 years	11.3%	1,245	1.0
Aged 25 to 29 years	7.8%	1,873	0.7
Aged 30 to 34 years	7.4%	1,913	0.7
Aged 35 to 39 years	8.6%	2,026	0.8
Aged 40 to 44 years	8.8%	1,861	0.8
Aged 45 to 49 years	10.9%	2,098	1.0
Aged 50 to 54 years	11.5%	2,124	1.0
Aged 55 to 59 years	14.2%	2,279	1.3
Aged 60 to 64 years	14.8%	1,755	1.3
Aged 65 years and over	20.3%	5,630	1.8
Grand Total	**11.3%**	**24,375**	

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

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

This EQIA has been informed by data from the 2026 State of the Borough report and by a dataset developed specifically for this strategy, which uses deprivation indicators from the 2021 Census to estimate the demographic profile of residents experiencing poverty.

For this specific characteristic evidence from JFR, Age UK and the Centre for Ageing Better has been used to understand the impacts of poverty on older and younger people.

Detail the findings of the data.

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Children make up 21% of Haringey's residents but 36% of Children in Haringey live in poverty which is above the London average. Households 'headed' by people aged 65+ are disproportionately impacted considering both their rate of deprivation (67.9%) and the large volume of households being deprived (ca. 13,000). Those 'headed' by people aged below 25 also present a high rate of deprivation (66.7%), although the absolute number considered to be deprived and younger small cohort (ca. 1,500 households) compared to households 'headed' by people 65+.

By age band, the highest proportions of residents categorised as 'Never worked and long term unemployed' was particularly high among those aged 55+, particularly those aged 65+ (20.3%); in this last age group, residents were 1.8 times likelier to be in that category than the mean for all residents aged 16+ in Haringey. Sex appeared as a further factor of disadvantage, with older women being the intersectional segment showing the most significant impact, e.g. being over 65 and woman made someone 2.1 time likelier to be categorised as 'Never worked and long term unemployed'. The Anti-Poverty Strategy will therefore have a disproportionate impact on older and younger residents in Haringey due to overrepresentation.

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

People of different ages may experience distinct barriers and vulnerabilities which can increase their risk of poverty or worsen its impacts. Children and young people are particularly vulnerable because poverty can negatively affect educational attainment, health and long-term life outcomes. Older people may face challenges linked to fixed incomes, digital exclusion, social isolation, caring responsibilities or additional health and support needs, which can make it more difficult to manage financial hardship.

Potential Impacts

The Anti-Poverty Strategy is likely to have a positive impact on members of this group particularly younger and older people who are overrepresented as in poverty in Haringey and more vulnerable to its impacts.

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]

Target Population Profile

Residents aged 16+ classified in the NS-SeC as 'never worked' or 'long-term unemployed'				
Disability under the Equality Act		% of residents	number of residents	x times diff. with Haringey mean
Not disabled	No long-term physical or mental health conditions	9.0%	15,151	0.8
	Has long-term physical or mental health condition but day-to-day activities are not limited	6.0%	770	0.5
Disabled	Day-to-day activities limited a little	15.6%	2,929	1.4
	Day-to-day activities limited a lot	36.0%	5,521	3.2
Grand Total		**11.3%**	**24,371**	

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

This EQIA has been informed by data from the 2026 State of the Borough report and by a dataset developed specifically for this strategy, which uses deprivation indicators from the 2021 Census to estimate the demographic profile of residents experiencing poverty.

For this specific protected characteristic evidence from JRF and Scopes – Extra Costs Commission to understand the specific needs that may make disabled people more likely to be in poverty and more vulnerable to its impacts.

Detail the findings of the data.

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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

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

The proportion of residents aged 16+ categorised as 'Never worked and long term unemployed' was higher among residents with disabilities. In particular, 15.6% of those whose day-to-day activities are limited a little and 36% of those whose day-to-day activities are limited a lot, that is respectively 1.4 and 3.2 times a greater rate than the mean for the borough. Therefore the Anti-Poverty Strategy is likely to have a disproportionate impact on disabled people due to overrepresentation.

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

Disabled people may be disproportionately affected by poverty due to disability-related barriers and additional costs. Evidence shows that disabled people often face extra living costs associated with equipment, transport, energy use and support needs, while also experiencing greater barriers to employment and income. Disabled people may also be more reliant on public services and financial support, meaning that financial hardship can have a greater impact on their health, wellbeing and independence.

Potential Impacts

The Anti-Poverty Strategy is likely to have a positive impact on disabled residents who are overrepresented as in poverty in Haringey and more vulnerable to its impacts.

4c. Gender Reassignment

Data

Borough Profile[6]

- 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

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

Residents aged 16+ classified in the NS-SeC as 'never worked' or 'long-term			
Gender identity	% of residents	number of residents	x times diff. with Haringey mean
Gender identity the same as sex registered at birth	10.9%	21,016	1.0
Gender identity different from sex registered at birth but no specific identity given	26.8%	369	2.4
Trans man	20.6%	80	1.8
Trans woman	29.6%	113	2.6
All other gender identities	4.7%	25	0.4
Not answered	13.8%	2,769	1.2
Grand Total	**11.3%**	**24,372**	

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

This EQIA has been informed by data from the 2026 State of the Borough report and by a dataset developed specifically for this strategy, which uses deprivation indicators from the 2021 Census to estimate the demographic profile of residents experiencing poverty.

For this specific protected characteristic, evidence from the University of Stirling's LGBT+ Welfare and Assets research and Stonewall was used to understand the specific barriers that may make trans people more vulnerable to poverty and its impacts, including discrimination, barriers to employment and difficulties accessing services.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

While the number of people aged 16+ who stated their gender identity was different from sex registered at birth was relatively small in statistical terms, it is worth noting that the proportion of residents in these categories, i.e. 'Trans woman', 'Trans man' and 'Gender identity different from sex registered at birth but no specific identity given', were categorised as 'Never worked and long term unemployed' to a much larger extent than the average for everyone in the borough. The Anti-Poverty Strategy therefore may have a disproportionate impact on Trans gender people in Haringey due to overrepresentation.

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

People with the protected characteristic of gender reassignment may experience barriers linked to discrimination, social exclusion and unequal access to employment, housing and services. Evidence suggests that trans people can face workplace discrimination, reduced economic opportunities and poorer mental wellbeing, all of which can increase vulnerability to financial hardship.

Potential Impacts

The Anti-Poverty Strategy is likely to have a positive impact as aims to improve access to inclusive services, advice and employment opportunities.

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]

- 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%)

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

The Anti-Poverty Strategy will provide support to all resident living in poverty regardless of their marital status. There will be no discrimination, harassment or victimisation based of marital status. Because of this it would be disproportionate and go beyond the need to give due consideration to gather data about the marital status of those experiencing poverty.

Potential Impacts

The impact on this protected characteristic will be neutral.

4e. Pregnancy and Maternity

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

Note[8]:

- 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

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

The Anti-Poverty Strategy will provide support to all resident living in poverty regardless of if they are pregnant or have given birth in the past 26 weeks. There will be no discrimination, harassment or victimisation based on pregnancy. Because of this it would be disproportionate and go beyond the need to give due consideration to gather data about the marital status of those experiencing poverty.

Potential Impacts

The impact on this protected characteristic will be neutral.

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%

[8] Equality and Human Rights Commission, 2022 – Pregnancy and maternity discrimination.
[9] Births by Borough (ONS)
[10] Race discrimination | Equality and Human Rights Commission (equalityhumanrights.com)
[11] Census 2021 - Ethnic group, England and Wales - Office for National Statistics (ons.gov.uk)

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%

Target Population Profile

Households deprived in at least one dimension				
Ethnic group	Ethnic group detail	% of households	number of households	x times diff. with Haringey mean
Asian, Asian British or Asian Welsh	Bangladeshi	72.7%	942	1.3
	Chinese	49.9%	716	0.9
	Indian	50.3%	1,192	0.9
	Pakistani	63.6%	436	1.1
	Other Asian	60.6%	1,555	1.1
Black, Black British, Black Welsh, Caribbean or African	African	68.3%	6,329	1.2
	Caribbean	67.5%	5,519	1.2
	Other Black	67.2%	1,017	1.2
Mixed or Multiple ethnic groups	White and Asian	46.2%	464	0.8
	White and Black African	60.7%	436	1.1
	White and Black Caribbean	63.2%	888	1.1
	Other Mixed or Multiple ethnic groups	57.3%	1,100	1.0
Other ethnic group	Arab	69.4%	626	1.2
	Any other ethnic group	72.1%	6,189	1.3
White	English, Welsh, Scottish, Northern Irish or British	45.6%	16,590	0.8
	Irish	53.1%	1,749	0.9
	Gypsy or Irish Traveller	81.0%	68	1.4
	Roma	63.9%	466	1.1
	Other White	58.3%	13,292	1.0
Haringey total		**56.7%**	**59,574**	

Residents aged 16+ in NS-SeC 'Never worked & long-term unemployed'				
Ethnic group		% of residents	number of residents	x times diff. with Haringey mean
Asian, Asian British or Asian Welsh	Bangladeshi	22.0%	786	1.9
	Chinese	13.6%	457	1.2
	Indian	11.7%	609	1.0
	Pakistani	18.4%	322	1.6
	Other Asian	16.8%	926	1.5
Black, Black British, Black Welsh, Caribbean or African	African	15.3%	2,979	1.4
	Caribbean	14.6%	2,062	1.3
	Other Black	15.0%	529	1.3
Mixed or Multiple ethnic groups	White and Asian	7.9%	176	0.7
	White and Black African	10.7%	178	1.0
	White and Black Caribbean	12.9%	465	1.1
	Other Mixed or Multiple ethnic groups	9.2%	419	0.8
Other ethnic group	Arab	24.2%	471	2.1
	Any other ethnic group	21.5%	4,079	1.9
White	English, Welsh, Scottish, Northern Irish or British	7.1%	4,861	0.6
	Irish	8.1%	437	0.7
	Gypsy or Irish Traveller	45.3%	82	4.0
	Roma	7.3%	130	0.6
	Other White	8.7%	4,403	0.8
Grand Total		**11.3%**	**24,371**	

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

This EQIA has been informed by data from the 2026 State of the Borough report and by a dataset developed specifically for this strategy, which uses deprivation indicators from the 2021 Census to estimate the demographic profile of residents experiencing poverty.

For this specific protected characteristic, evidence from the Joseph Rowntree Foundation's research on ethnicity, poverty and in-work inequalities was used to understand the specific barriers that may make people from some ethnic minority communities more vulnerable to poverty and its impacts, including labour market inequalities, discrimination, language barriers, insecure employment and barriers to progression in work.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

45.6% of households whose reference person for the purposes of the Census belonged to the 'White British' group are considered deprived in at least one dimension. In contrast, this figure was higher for most other ethnic groups. Significantly, household deprivation is notably higher for the black ethnic group, with 68% of households considered to be deprived in at least one dimension,

corresponding to ca. 13,000 households across the borough. Deprivation is also very high among households in the Bangladeshi ethnic group (72.7%), with ca. 1,000 households counted as deprived.

The proportion of residents aged 16+ categorised as 'Never worked and long term unemployed' is particularly high among the Arab (24.2%), Bangladeshi (22%) and Pakistani (18.4%) ethnic groups. It was also high among the black ethnic group (15%) in a significant, given the large number of residents of this group reported to be 'Never worked and LTU' (ca. 6,000). 'Any other ethnic group', an ONS aggregation which in Haringey counts Turkish, Hispanic or Latin American and Kurdish as their most prominent ethnic groups, also shows a high proportion of 'Never worked and long-term unemployed' residents (21.5% or ca. 4,000). The Anti-Poverty Strategy will therefore have a disproportionate impact on the ethnic groups listed above due to overrepresentation of those groups experiencing poverty.

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

People from some ethnic minority communities may experience barriers that increase their vulnerability to poverty and its impacts. Evidence suggests that structural inequalities, discrimination, language barriers, insecure employment, lower-paid work and difficulties accessing services can contribute to poorer economic outcomes for some ethnic groups. Ethnic minority communities may also face barriers to progression in the labour market, meaning that employment does not always provide the same level of protection from poverty.

Potential Impacts

The Anti-Poverty Strategy will have a positive impact where it helps address systemic barriers and improves access to support and opportunities. It will have a particularly positive impact on Haringey's Black and Bangladeshi communities who are overrepresented among those living in poverty in Haringey.

4g. Religion or belief

Data

Borough Profile [12]

- Christian: 39%
- Buddhist: 0.9%
- Hindu:1.3%
- Jewish: 3.6%

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

- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

Target Population Profile

Households deprived in at least one dimension			
Religion	% of households	number of households	x times diff. with Haringey mean
No religion	44.6%	15,680	0.8
Buddhist	55.5%	626	1.0
Christian	61.8%	27,014	1.1
Hindu	53.1%	778	0.9
Jewish	41.4%	1,192	0.7
Muslim	77.2%	8,219	1.4
Sikh	59.1%	166	1.0
Other religion	75.8%	1,783	1.3
Not answered	55.1%	4,112	1.0
Grand Total	**56.7%**	**59,570**	

Residents aged 16+ in NS-SeC 'Never worked & long-term unemployed'			
Religion	% of residents	number of residents	x times diff. with Haringey mean
No religion	6.4%	4,492	0.6
Buddhist	14.6%	333	1.3
Christian	10.4%	9,007	0.9
Hindu	12.0%	376	1.1
Jewish	5.2%	310	0.5
Muslim	26.5%	6,578	2.3
Sikh	12.9%	92	1.1
Other religion	27.2%	1,436	2.4
Not answered	10.5%	1,749	0.9
Grand Total	**11.3%**	**24,373**	

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

This EQIA has been informed by data from the 2026 State of the Borough report and by a dataset developed specifically for this strategy, which uses deprivation indicators from the 2021 Census to estimate the demographic profile of residents experiencing poverty.

For this specific protected characteristic, evidence from the Office for National Statistics and the Institute of Development Studies' Coalition for Religious Equality and Inclusive Development (CREID) was used to understand the specific barriers that may make some faith communities more vulnerable to poverty and its impacts, including discrimination, exclusion from services, labour market inequalities and housing-related challenges.

Detail the findings of the data.

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Of all households whose reference person (HRP) for the purposes of the Census identified with 'Muslim' religion, 77.2% were deprived in at least one dimension, i.e. more than 8,000 households in Haringey. Households grouped under 'Other religion' – in Haringey largely identifying as of Alevi religion– showed very high levels of deprivation (75.8%, representing ca. 1,800 households). The lowest levels

of deprivation were found among households whose HRP identified as 'Jewish' (41.4% of households deprived, ca. 1,200 households) and among those identified with 'No religion' (44.6%, 15,680 households).

The proportion of residents aged 16+ categorised as 'Never worked and long term unemployed' is particularly high among those of Muslim religion (26.5%) and those grouped under 'Other religion' (27.2%), which in Haringey are largely Alevi. These two segments were respectively 2.3 and 2.4 time likelier to be in this category than the Haringey mean; within both segments, women were further disadvantaged, with more than 1/3 of women in these religion categories being ascribed to the 'Never worked and long term unemployed' position, a rate more than 3 times larger than the mean for all residents in the borough.

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

People from some religious communities may experience specific barriers that increase their vulnerability to poverty and its impacts. Evidence suggests that discrimination on the grounds of religion or belief can contribute to exclusion from employment, services and wider social and economic opportunities. In addition, some faith communities may face barriers linked to language, migration status, housing conditions or labour market inequalities, which can make it more difficult to access support and achieve financial security.

Potential Impacts

The Anti-Poverty Strategy will have a positive impact where it helps address systemic barriers and improves access to inclusive support services. It will have a particularly positive impact on Muslim residents who are significantly overrepresented among those living in poverty in Haringey.

4h. Sex

Data

Borough profile [13]

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

Target Population Profile

It is hard to find specific data comparing sex and poverty in Haringey, DWP-Statxplore does show that across a range of indicators there are up to 33% more Females claiming Universal Credit than Males in the borough.

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

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

This EQIA has been informed by data from the 2026 State of the Borough report and by a dataset developed specifically for this strategy, which uses deprivation indicators from the 2021 Census to estimate the demographic profile of residents experiencing poverty.

For this specific protected characteristic, evidence from the Office for National Statistics, the Joseph Rowntree Foundation and the Women's Budget Group was used to understand the specific factors that may make women more vulnerable to poverty and its impacts, including the gender pay gap, lower-paid employment, and disproportionate unpaid caring responsibilities. UC data was also collected from DWP-statxplore

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

There are up to 33% more Females claiming Universal Credit than Males in the borough showing a potential overrepresentation of Females experiencing poverty in Haringey and that Females might be disproportionately impacted by the Anti-Poverty Strategy.

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

Women may be disproportionately affected by poverty due to gender-based inequalities in the labour market and the unequal distribution of unpaid caring responsibilities. Evidence shows that women are more likely to undertake unpaid care, which can restrict employment opportunities, reduce earning potential and increase financial insecurity. Women are also more likely to experience low pay and are affected by the gender pay gap, making them more vulnerable to poverty and its impacts.

Potential Impacts

The Anti-Poverty Strategy will have a particularly positive impact on women by helping to address financial insecurity and barriers to employment.

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

Residents aged 16+ in NS-SeC 'Never worked & long-term unemployed'			
Sexual orientation	% of residents	number of residents	x times diff. with Haringey mean
Bisexual	5.5%	246	0.5
Gay or Lesbian	4.7%	280	0.4
Straight or Heterosexual	11.4%	20,528	1.0
All other sexual orientations	12.8%	224	1.1
Not answered	13.0%	3,095	1.2
Grand Total	**11.3%**	**24,373**	

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

This EQIA has been informed by data from the 2026 State of the Borough report and by a dataset developed specifically for this strategy, which uses deprivation indicators from the 2021 Census to estimate the demographic profile of residents experiencing poverty.

For this specific protected characteristic, evidence from the University of Stirling's LGBT+ Welfare and Assets in Great Britain research, funded by the Nuffield Foundation, was used to understand the specific barriers that may make lesbian, gay and bisexual people more vulnerable to poverty and its impacts, including housing insecurity, reduced access to family support networks and barriers to accessing welfare support.

Detail the findings of the data.

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The proportion of residents reporting their sexual orientation as ‘Bisexual’ and ‘Gay or Lesbian’ were categorised as ‘Never worked and long term unemployed’ to a much lesser extent than the average for everyone in the borough – in fact being roughly half as likely to be in that category as the mean for the borough. In comparison, neither ‘Straight or heterosexual’ nor the much

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

smaller 'All other sexual orientations' categories deviated from the mean much. This decision will not impact people based on their sexual orientation due to overrepresentation.

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

People who are lesbian, gay or bisexual may experience barriers that increase their vulnerability to poverty and its impacts. Evidence suggests that some LGBT+ people can experience discrimination, family breakdown, housing insecurity and poorer access to informal support networks, which may reduce financial resilience during periods of hardship. Research has also identified barriers in accessing welfare support and housing, which can increase vulnerability to poverty and make it more difficult to access assistance when needed.

Potential Impacts

Anti-Poverty Strategy may therefore have a particularly positive impact on those who are not heterosexual/straight where it improves access to inclusive advice, support services and housing assistance.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023[15]
- 19.6% of residents were claiming Universal Credit as of March 2023[16]
- 29.3% of jobs in Haringey are paid below the London Living Wage[17]

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 2021[19]
- 5.0% were qualified to level one only[20]

Area Deprivation

[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)
[20] LG Inform – Data and reports | LG Inform (local.gov.uk)

Haringey is the 3rd most deprived borough in London as measured by the IMD score 2025. 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 and Northumberland Park is the most deprived ward in London.[21]

Target Population Profile

The target population is the borough population from a lower socioeconomic background as evidenced above. Additionally:

- 26% of Haringey residents live below the poverty line and 39% of children do, above the London average.
- Around half of residents in poverty are already in work; low pay, insecure hours and high housing costs are the main drivers.
- Unemployment has risen from 4.5% to 7.2% in a year (London average: 5.6%); Haringey has the 4th lowest job density in London.
- 11.4% of households are in fuel poverty; 17.7% of residents earn below the London Living Wage.
- Mean private rent reached £2,214/month (April 2026), up 25% since March 2021; 2,660 households are in temporary accommodation, the 10th highest rate in London. Black residents are around 8 times more likely than White British residents to face homelessness.
- Haringey has the highest proportion of neighbourhoods (19%) in the most deprived 10% nationally of any London borough. Northumberland Park is London's most deprived ward.

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

This EQIA has been informed by data from the 2026 State of the Borough report and by a dataset developed specifically for this strategy, which uses deprivation indicators from the 2021 Census to estimate the demographic profile of residents experiencing poverty.

Detail the findings of the data.

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

By the very nature of poverty members of this group will be disproportionately affected by the proposal due to representation given every person or households living in poverty it also considered to be from a lower socioeconomic background.

[21] IMD 2025 – https://www.gov.uk/government/statistics/english-indices-of-deprivation-2025

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

The definition of these protected characteristics mean those from a lower socioeconomic background are more likely to be living in poverty and will therefore be disproportionately impacted by an antipoverty strategy.

Potential Impacts

The Anti-Poverty Strategy is likely to have a significant positive impact on those from a lower socioeconomic background.

5. Key Impacts Summary

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

The evidence indicates that older and younger residents, disabled residents, Muslim residents, and Black and Bangladeshi residents are disproportionately represented among those living in poverty. As these groups experience higher rates of poverty than the wider population, the Anti-Poverty Strategy is expected to have a positive impact on these protected characteristic groups by helping to reduce socioeconomic disadvantage and improve outcomes.

5b. Intersectionality

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.
- Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?

The data highlights a significant intersection between sex and other protected characteristics. For most groups that are disproportionately represented among those living in poverty, including older people, disabled people, Muslim residents and Black residents, this overrepresentation is further compounded when sex is considered. Within these groups, women are significantly more likely than men to experience poverty, indicating that the cumulative effects of multiple protected characteristics can increase the risk of socioeconomic disadvantage.

5c. Data Gaps

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this

No significant data gaps have been identified but we will use consultation to bring in additional views from those who share protected characteristics.

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

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

Overall Positive Impact

7. Amendments and mitigations

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

Further information on responding to identified impacts is contained within accompanying EQIA guidance
Please delete Y/N as applicable

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

N

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **Y/N**

N

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **Y/N**

N

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

We will use consultation and engagement to identify any further potential negative impacts and consider appropriate mitigation measures. The Anti-Poverty Strategy is a high-level document that sets out the Council's priorities, intended outcomes and potential areas for action. Any specific activity, policy or programme developed following approval of the Strategy will be subject to its own equality analysis and, where required, a full Equality Impact Assessment (EQIA).

7. Ongoing monitoring

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

To be decided following full adoption of the Anti-Poverty Strategy

Date of EQIA monitoring review:

To be decided following full adoption of the Anti-Poverty Strategy

8. Authorisation

EQIA approved by (Corporate Director/ Director)	**Barry Francis, Corporate Director for Environment and Resident Experience**

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.