

**HARINGEY COUNCIL**  
**EQUALITY IMPACT ASSESSMENT FORM**



**Service:** Planning, Regeneration, Economy

**Directorate:** Urban Environment

**Title of Proposal:** Haringey Guarantee budget reduction

**Lead Officer (author of the proposal):** Martin Tucker, Regeneration Manager

**Names of other Officers involved:**

**Ambrose Quashie, Policy Officer (Employment & Skills),  
Paul Clarke, Programme Manager – Employment & Skills**

**Step 1 - Identify the aims of the policy, service or function**

*State what effects the proposal is intended to achieve and who will benefit from it.*

The Haringey Guarantee and Business & Enterprise programmes are the Enterprise Board's ABG programmes tackling worklessness and supporting enterprise in the borough. It is proposed to reduce funding in 2011/12 by £700K – funding in 2010/11 is £1.2m.

Current Enterprise ABG programmes of activity in 2010/11 are:

- Haringey Guarantee
- Families into Work
- Business support and enterprise

These programmes of activity contribute to the following LAA outcomes:

- NI 153 – Working age people claiming out of work benefits in the worst performing neighbourhoods
- NI 171 – New business registration rate
- NI 79 – Achievement of a Level 2 qualification by the age of 19
- NI 116 - Proportion of children in poverty
- NI 117 – 16 to 18 year olds who are not in education, employment or training (NEET)

Plus local indicators on:

- Number of registered Haringey Guarantee participants with a completed better off calculation

- Adults achieving a Skills for Life qualification and entered employment and those gaining a qualification in the workplace
- Adults achieving a full level two qualification and entered employed and those gaining a qualification in the workplace

The Haringey Guarantee is the main vehicle for delivering employment outcomes, Established in 2006 the Haringey Guarantee works with employers, schools and colleges, skills training providers, employment services and local communities to deliver:

- Jobs for unemployed local people who already have skills to a level required by employers
- Jobs for local people with relevant skills following completion of training courses and/or work placements
- Routes into structured, relevant, training and education for local young people (including under 16's). This will form part of a Young Haringey Guarantee programme that will be reported on separately (but still be part of) the main Haringey Guarantee programme.
- Support for local businesses by providing a local committed and skilled workforce

We offer a guarantee in three parts:

1. That our **local residents** will receive high quality information, advice and guidance, tailored education and training, and guaranteed interviews for job opportunities.
2. That **delivery partners and providers** will deliver high quality, focused and professional services to jobseekers and employers.
3. That for **businesses** we will produce committed trained workers to meet recruitment and skills needs.

Since the Haringey Guarantee's establishment the programme has been successful in engaging with over 4,000 residents and supporting over 900 into employment.

**Families into Work is a special project of the Haringey Guarantee** and the Enterprise Board agreed a 3 year pilot programme, delivery plan and funding for the project in June 2008.

The project has engaged with 140 workless families in Northumberland Park who have multiple barriers to taking up employment and training and supported over 30 individuals into employment.

### **Business Support and Enterprise**

Haringey's business community consists of over 8000 businesses, the majority of which are SMEs employing less than 4 people, with the biggest employers being the Council and Haringey NHS.

The Business and Enterprise programme strove to improve and develop outward facing services to local businesses, making their interaction with the council as effective and efficient as possible, maintaining an up to date website, encouraging businesses to stay and grow in the borough, and understanding and meeting employers' training and employment needs.

In 2011/12 following the CSR in October 2010 and the Government's Local Government funding settlement in December 2010 substantial savings are being made across the Council. £700,000 savings from the 2010/11 programme of £1.2million have been agreed and following changing priorities as set out in Rethinking Haringey it is proposed to run a reduced core Haringey Guarantee programme in 2011/12. This core programme will be based around core teams and projects offering employment support and advice, work placements and job brokerage; this will enable the programme to engage with and win sub-contracts for local delivery from the Government's new national programme to tackle worklessness – the Work Programme.

Working to Outcome 1 Thriving of Rethinking Haringey to provide employment opportunities and reduce poverty and low income the core programme will focus on supporting local residents into employment.

## Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at present, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The 2001 Haringey Census data has an equalities profile of the borough and will help you to make comparisons against population sizes.

[http://harinet.haringey.gov.uk/index/news\\_and\\_events/fact\\_file/statistics/census\\_statistics.htm](http://harinet.haringey.gov.uk/index/news_and_events/fact_file/statistics/census_statistics.htm)

**2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:**

- **are significantly under/over represented in the use of the service, when compared to their population size?**
- **have raised concerns about access to services or quality of services?**
- **appear to be receiving differential outcomes in comparison to other groups?**

### EMPLOYMENT AND SKILLS PROGRAMMES

In terms of our employment and skills agenda – people from BME communities, women, and people with disabilities are heavily represented in delivery and use of services. These are groups identified as a national priority through our principle funders, the LDA and DCLG, but also through local measures of deprivation such as IMD2007. There are 39 super output areas (SOAs) in Haringey that demonstrate severe levels of deprivation in terms of economic activity, employment levels, access to housing, health and education attainment.

### Age

The Job Seekers Allowance (JSA) claim rate for young people aged 18-24 in Haringey is currently (January 2011) 9.7%, higher than any other age group. The remaining age group claim rates are set out below:

- 25 to 34 – 5.6%
- 35 to 44 – 6.0%
- 45 to 54 – 7.4%
- 55 to 59 – 5.6%
- 60+ - 1.0%

The JSA claim rate for 18-24 year olds in Haringey is higher than the London and England averages of 6.4% and 6.8% respectively.

### Ethnicity

There are high concentrations of BME groups in the deprived communities (45% of the Tottenham population were classified as 'non white' at the 2001 census compared to the national average of 9%) and the majority of the non-working population are classified as 'non-white'.

In the year to June 2010 the ethnic minority employment rate in Haringey was 47.5% compared to a rate of 68.5% for white Haringey residents. The ethnic minority employment rate in Haringey is lower than the national average of 58.6%.

At December 2010 50% of JSA claimants in Haringey were from a BME background compared to the national average of 18%.

#### Gender

The female employment rate in Haringey is currently (year to June 2010) 51% for females as opposed to 69.5% for males.

Women, specifically women as lone parents are over-represented in certain unemployment support programmes. Up to August 2010 4,040 people started on the New Deal for Lone Parents programme in London. Of these 4,040 people, 3,810 were women and approximately half of them entered employment.

#### Disabilities

The employment rate for disabled people in Haringey is currently (year to June 2010) 29.4% compared to 60.5% for the total population aged 16-64. The employment rate for disabled rate in Haringey is lower than the national average of 49.1%

There are currently 12,120 people claiming the Employment Support Allowance (ESA) or Incapacity Benefit (IB). Reducing the number people claiming ESA or IB is an important target. This involves engaging people with disabilities in supporting them back to the workplace, where this is a viable option. This is in line with the governments Welfare to Work agenda.

#### BUSINESS AND ENTERPRISE

Business start up and growth is targeted at all SMEs, but there are certain groups that are under-represented. 5.6% of the female working age population are self employed, compared to 12.6% of men. BME and people with disabilities are under-represented in business start up rates.

#### FACTORS FOR OVER-REPRESENTATION

##### **Geography**

These SOAs are amongst the 10% most deprived areas nationally and therefore justify our attention. Geographically they correspond strongly to the Northumberland Park and White Hart Lane wards. Northumberland Park has the highest JSA (Job Seekers Allowance) claim rate in London and the current employment rate in the Tottenham Parliamentary Constituency of 61.4% still remains significantly below the rate in the Hornsey and Wood Green constituency area, which at 76.7% is above the England average of 74.3%.

##### **Funding priorities**

On the Haringey Guarantee there are challenging equalities targets – 50% of all participants and outcomes need to be from BAME communities, 50% Women and 10% people with disabilities.

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect existing barriers and what actions you will take to address any potential negative effects.

**3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)**

Increase barriers?	Reduce barriers?	No change? <input checked="" type="checkbox"/>
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**Comment**

**3 b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?**

In tackling worklessness, we directly tackle the levels of inequality in our most deprived communities and therefore the geographic factors and barriers. With a specific focus on key equalities groups (the Haringey Guarantee has 50% BME, 50% Women and 10% Disabled targets) our impact is more marked – to date we have achieved 86% BME, 52% Women and 8% Disabled.

Reducing the level of funding in 2011/12 will impact on the overall programme in terms of maximum outputs and outcomes but the reduced programme will still maintain its equalities targets and will still predominantly focus on deprived wards and thereby lessen the equality impact. The reduced programme in 2011/12 will be a programme focussed on employment support leading to sustained employment and will include delivery partners with the best strategic fit, best performance, value for money plus local presence and connection – this will include the 4 Star rated EAN based in Northumberland Park combined with innovative Families into Work, the successful work placements provision, the NHS led Working for Health focussing on health conditions, IB and disability, and a local job brokerage based in Tottenham with excellent links to BME businesses.

Business and enterprise related interventions will focus on employer engagement and job creation activities (including apprenticeships).

**3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?**

The Haringey Guarantee aims to support local workless residents into employment. The highest concentrations of worklessness are in the east of the borough with the highest numbers of BME communities. The Guarantee has been very successful in engaging and supporting BME residents. However it has struggled to meet the particular needs of enough people with disabilities access sustained employment. Initiatives around Condition Management, employment support in GP surgeries and other health settings have been developed to address this. It is proposed to maintain this work even with reduced resources and a smaller programme.

Maintaining the NHS led Working for Health project focussing on people with health conditions and disability providing condition management and employment advice, support and brokerage. As part of this was the launch of the new Health & Employment Network. This should lead to an improvement in numbers of people with disabilities accessing sustained employment.

We will continue to work with key partners such as the Children's Service, Jobcentre Plus and the College of Haringey, Enfield and North East London to secure apprenticeship opportunities for young people.

Additional support to these groups could also be provided subject to any Work Programme contracts being secured.

## Step 4 - Consult on the proposal

Consultation is an essential part of impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal, ensuring that you cover all the equalities strands. Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

### ***4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?***

A series of regular meeting with Haringey Guarantee partners and providers has been held to discuss changing priorities and impending and real budget reductions. These were held in July and October 2010 and on 14 February 2011.

All partners were informed about a possible future reduced programme engaging and sub-contracting with the Government's Work Programme and that reduced programme will focus on employment support leading to sustained employment.

Business and enterprise project leads were consulted during a number of visits over the course of December 2010.

### ***4 b) How, in your proposal have you responded to the issues and concerns from consultation?***

Clear criteria developed to establish the makeup of the reduced programme with delivery partners with the best strategic fit, best performance, value for money plus local presence and connection.

Consultation letters sent to all partners in February 2011. One month's consultation period will end on 14 March 2011.

## Step 5 - Addressing Training

The issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

### ***Do you envisage the need to train staff or raise awareness of the issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?***

There are no direct training requirements arising from this proposal. However there is an established programme of training focussing on best practice, updates on relevant legislation and equalities including Disability Awareness



delivered by a local social firm of people with disabilities. This programme will continue in 2011/12 and will be available to Haringey Guarantee contractors as well as Council staff.

## **Step 6 - Monitoring Arrangements**

If the proposal is adopted there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the six equality strands. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address the effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Equalities Team.

***What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?***

- ***Who will be responsible for monitoring?***
- ***What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?***
- ***Are there monitoring procedures already in place which will generate this information?***
- ***Where will this information be reported and how often?***

The Haringey Guarantee has an established independent monitoring system which includes monitoring and verification of all outputs and outcomes including equalities targets. This includes an online Client Management System – Meganexus – managed by UCL and independent verification of all records by GLE.

Equalities targets of 50% BAME, 50% Women and 10% Disability are included in all contracts/SLAs and payment is based on results including meeting equalities targets.

The Haringey Guarantee produces quarterly performance reports.

## Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

Age	Disability	Ethnicity	Gender	Religion or Belief	Sexual Orientation
Youth unemployment is disproportionately high in Haringey	Disability has been identified as a potential barrier to accessing employment opportunities within the borough. Welfare to work agenda also seeks to bring people off incapacity benefit and into employment.	Ethnicity has been identified as a potential barrier to accessing employment opportunities within the borough.	Gender has been identified as a potential barrier to accessing employment opportunities within the borough.	No legal or service level barriers identified	No legal or service level barriers identified

## Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
Ensuring equalities targets met	Robust contracting and monitoring	Martin Tucker Regeneration Manager	Throughout 2011/12	N/A
Raise take up of services by people with disabilities	Establishment and maintenance of Health & Employment Network	Martin Tucker Regeneration Manager	Throughout 2011/12	tbc
Evaluation	Evaluation of impact of programme	Martin Tucker Regeneration Manager	Throughout 2011/12	tbc
Ensuring provision of apprenticeship opportunities to young people	Continuing the work of the apprenticeship delivery steering group	Martin Tucker Regeneration Manager	Throughout 2011/12	tbc

## Step 9 - Publication and sign off

*There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.*

*When and where do you intend to publish the results of your assessment, and in what formats?*

On Haringey Council website.


Assessment distributed to partners.

### **Assessed by (Author of the proposal):**

**Name: Martin Tucker**

**Designation: Regeneration Manager**

**Signature:**



**Date: 18 February 2011**

### **Quality checked by (Equality Team):**

**Name:**

**Designation:**

**Signature:**

**Date:**

### **Sign off by Directorate Management Team:**

**Name:**

**Designation:**

**Signature:**

**Date:**