

**Report Title: Urban Environment (Enterprise Partnership Board) Third Sector Funding – Final Funding Decisions for 2011/12**

**Report of Anne Lippitt, Director Place and Sustainability**

**Signed :**

*Anne Lippitt 13/6/2011*

**Contact Officer : Martin Tucker – Regeneration Manager (Employment and Skills)**

**Wards(s) affected: All**

**Report for: Key Decision**

### **1. Purpose of the report**

1.1 The purpose of this report is to seek final approval from the Cabinet Member for Economic Development and Social Inclusion in relation to funding decisions for 2011/12 for Enterprise Partnership Board providers delivering Haringey Guarantee and business and enterprise support projects. The final funding decisions follow a period of consultation with these organisations and are based on scoring these organisations against a range of agreed criteria as well as taking into account the impact of the outcome of the Work Programme procurement process.

1.2 On 15<sup>th</sup> February 2011 the Cabinet Member for Planning and Regeneration<sup>1</sup> agreed criteria for future funding in relation to Enterprise Partnership Board projects for 2011/12. These criteria were subject to consultation and this report seeks to confirm approval of the criteria as attached at Appendix 1.

1.3 These criteria were provisionally applied to assess the future commissioning of services and projects and these provisional decisions were subject to consultation. Following appropriate consideration of the responses to this consultation and having

<sup>1</sup> Please note that the responsible portfolio title changed from Planning and Regeneration to Economic Development and Social Inclusion on the 23<sup>rd</sup> May 2011.

had due regard to the Council's equality duties as set out in the Equality Act 2010 this report seeks Cabinet Member approval to implement funding decisions arising from the application of these criteria.

1.4 The criteria set out a threshold score that providers needed to reach in order to be eligible for potential funding (although providers were advised that meeting the threshold score was in no way a guarantee of receiving continued funding.) Those providers that scored beneath the threshold score were advised that the provisional decision was that they would receive no further funding in 2011/12. Three organisations (North London Partnership Consortium; Positive Employment; Haringey NHS Community Services) scored above the threshold score and were advised of the provisional decision that the Council would be minded to continue funding (albeit at a reduced rate), but that the funding would be transitional funding to enable continued service delivery pending the decision from Government on the delivery of the Work Programme. These three organisations were advised that any future funding for services they deliver would be coming from a Haringey Council sub-contract for local delivery of the Work Programme. During early April 2011 the Government announced the outcome of the Work Programme procurement process and identified the preferred Prime Contractors in our contract package area (West London.) Unfortunately, none of the three preferred Prime Contractors have offered the Council sub-contracts for delivery in Haringey. This means that no funding has been passed onto the Council.

1.5 Therefore, following the application of the criteria and the outcome of the Work Programme procurement process, the final recommendation is that none of the Haringey Guarantee and Business and Enterprise providers will be funded during 2011/12.

## **2. Introduction by Cabinet Member (if necessary)**

2.1 The funding cuts from Central Government have meant that all areas of support and budget commitment have had to be reviewed. Whilst we wish, particularly in the present economic climate, to continue our valuable work in relation to employment, skills and business support, the reductions in funding have meant that we have had to make some very hard choices with regards to prioritising our limited resources.

2.2 Further to this, as a consequence of the Work Programme decision (and wider decisions around reforms to the benefits system and spending cuts), the Council has to fundamentally rethink its approach to tackling worklessness and the resources it employs to do this. To this end, we are undertaking a review to inform Member decisions about whether, and how, local worklessness programmes can continue going forward and how we can best target our limited resources in this area. Work is underway on developing a new approach for delivery from 2012 which will link employment programmes with Carbon Management and the wider green environmental agenda.

2.3 A Cabinet decision on the 8<sup>th</sup> February (Item 9. Medium Term Financial Planning 2011/12 – 2013/14) gave authority to the appropriate Cabinet Member to take the final

decisions in relation to proposed reductions or cessations of funding to third sector (and private sector where relevant) organisations that were provisionally identified as part of the Council's budget setting process for 2011/12.

2.4 On 15<sup>th</sup> February 2011 the Cabinet Member for Planning and Regeneration agreed criteria for future funding in relation to funding decisions for 2011/12 for Enterprise Partnership Board providers delivering Haringey Guarantee and business support projects. The Cabinet Member also approved a delegation to the Director of Urban Environment<sup>2</sup> to provisionally apply these criteria and make in principle decisions in relation to funding reductions to these providers, subject to consultation and Equalities Impact Assessments.

2.5 Consultation with providers has been carried out and their responses are attached to this report at Appendix 3. An Equalities Impact Assessment (EqIA) has been carried out and is attached at Appendix 4.

### **3. State link(s) with Council Plan Priorities and actions and /or other Strategies:**

#### **3.1 Council Priorities:**

These services contribute to the Council's priorities in the following ways :

- 3.2 Rethinking Haringey priority – Regenerating the borough; creating opportunities for employment and educational attainment; tackling low income and poverty; providing a balance of different types of home which offer quality, affordability and sustainability
- 3.3 Sustainable Community Strategy outcome – Economic vitality and prosperity shared by all
- 3.4 Regeneration Strategy - To put People, Places and Prosperity at the heart of regeneration in Haringey.

### **4. Recommendations**

4.1 It is recommended that the criteria attached at Appendix 1 for the future funding of Haringey Guarantee and business support providers is confirmed in order for final decisions on funding of individual providers be made.

4.2 It is recommended that the Cabinet Member formally approves the decision to cease

<sup>2</sup> Please note that in line with Rethinking Haringey proposals, the title of the responsible Director changed from Director of Urban Environment to Director of Place and Sustainability on the 1<sup>st</sup> June 2011.

funding the following organisations:

- Organisation 1. North London Partnership Consortium (NLPC). The contract with this provider ended on the 31<sup>st</sup> March 2011 but has been extended until the 30th June pending this final decision. The value of the contract was £60,000 per annum.
- Organisation 2. Positive Employment. The contract with this provider ended on the 31<sup>st</sup> March 2011 but has been extended until the 30th June pending this final decision. The value of the contract was £60,000 per annum.
- Organisation 3. NHS Haringey Community Services. The contract with this provider ended on the 31<sup>st</sup> March 2011 but has been extended until the 30th June pending this final decision. The value of the contract was £100,000 per annum.
- Organisation 4. 2XL. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £60,000 per annum.
- Organisation 5. Aidevian. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £35,000 per annum.
- Organization 6. Ecorys. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract £60,000
- Organisation 7. Greater London Enterprises. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract £60,000
- Organisation 8. Northumberland Park Community School. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £100,000 per annum.
- Organisation 9. Windsor Fellowship. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £50,000 per annum.
- Organisation 10. Working Links. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £125,000 per annum.
- Organisation 11. Crouch End Project. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £4,236 per annum.
- Organisation 12. Exemplas. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £31,457 per annum.
- Organisation 13. FinFuture. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £4,236 per annum.
- Organisation 14. Haringey Traders. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £4,236 per annum.
- Organisation 15. London Business Development Corporation (LBDC). The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £30,000 per annum.
- Organisation 16. Muswell Hill Traders Association. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £4,236 per annum.
- Organisation 17. Prince's Trust. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £25,675 per annum.
- Organisation 18. North London Network. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £15,000 per annum.
- Organisation 19. Tottenham Traders Partnership. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £4,236 per annum.
- Organisation 20. Credit Union. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £71,000 per annum.



- Organisation 21. Haringey Business Board. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £15,000 per annum.
- Organisation 22. Wood Green Business Forum. The contract with this provider ended on 31<sup>st</sup> March 2011. The value of the contract was £6,510 per annum.

4.3 That the Cabinet Member note that the future of the in-house service Employment Action Network/Families into Work (EAN/FIW) will be dealt with by way of a separate report.

## **5. Reason for recommendation(s)**

5.1 In order to make informed and equitable decisions regarding proposed reductions to third sector funding, criteria were developed by council officers in conjunction with the legal department to assist in making decisions on future funding of organisations in relation to the Enterprise Partnership Board.

5.2 These criteria (agreed at Cabinet on the 8<sup>th</sup> February and by the Cabinet Member for Planning and Regeneration on the 15<sup>th</sup> February) formed the basis of provisional decisions on funding allocations to organisations. The criteria put greater emphasis on the need for projects and services to: fit with the Council's strategic priorities; be a statutory duty; demonstrate value for money; maximise performance outcomes; demonstrate effective service delivery; and have a local presence in Haringey. Organisations were advised that they needed to meet a minimum score of 35 out of a total of 45 to be eligible for any potential funding. For organisations who delivered under the Haringey Guarantee an additional criterion related to delivery of the Work Programme was added which raised the threshold to a minimum score of 40 out of a total of 55.

5.3 The provisional decisions were notified to providers on the 15<sup>th</sup> February 2011 to enable consultation to be undertaken. The criteria themselves were monitored throughout the consultation process in order to give due regard to their impact on protected groups under the equalities legislation. Consultees were advised that the criteria were subject to the consultation process and equalities impact assessments.

5.4 There were no consultation responses received on the criteria used. It is therefore recommended that the criteria as set out in Appendix 1 are approved.

5.5 The providers were given an opportunity to respond to the provisional scores applied to each organisation (see Appendix 2) as part of the consultation process. 5 responses were received and Appendix 3 details these consultation responses in relation to the provisional scores as well as our response to these representations. The issues raised all focussed on partners' track records in delivering recent contracts around employment and skills and business and enterprise outcomes stressing performance. Only one of the representations specifically addressed any equality issues pointing out that the majority of its users were from BME communities and 50% were

women – in line with the programmes targets.

5.6 In provisionally applying the criteria, three organisations met the threshold score and were therefore notified of the provisional decision to continue funding in 2011/12 (albeit at a reduced rate). It was however made clear that notwithstanding this provisional assessment, there would be no guarantee of funding beyond 31 March 2011 and as such, all organisations were put on notice that funding may be withdrawn. Furthermore, in discussions and communications with these three organisations it was advised that the provisional decision was on the basis that the Council was successful as a sub-contractor for local delivery of the Government's Work Programme as future funding of these organisations would come from any such sub-contract. As the decisions on who would be given Prime Contractor status were not made until April 2011 (with programmes not up and running until June 2011), interim extensions of contracts were agreed on the 25<sup>th</sup> March to enable these three organisations to continue to deliver services as part of a reduced core Haringey Guarantee programme, and as delivery partners on the sub-regional North London Pledge programme, whilst Work Programme decisions were being made (as well as allowing further time for consultation and analysis of equalities impacts.) Unfortunately, the prime contractors that the Council had developed partnership arrangements with were not successful with their bids. The implication of this is that the Council has not been able to secure any sub-contracts for delivery of the Work Programme in Haringey, and therefore the associated funding is not available. It is recommended that the funding for these three organisations will cease once their contract extensions expire on the 30th June 2011, in addition to those organisations who did not meet the criteria threshold, funding for which ceased on 31 March 2011.

5.7 As a result of not being able to secure any Government Work Programme funding the Council is reviewing its approach to tackling worklessness and how best to extract best value for money and outcomes from reduced funding. Meanwhile, the Government's Work Programme will begin delivery in Haringey in June 2011 and will focus on specific benefit claimant groups.

## **6. Other options considered**

6.1 Throughout the process of consultation and undertaking EqlAs alternative sources of funding and / or means of delivery have been explored.

6.2 It was hoped that the outcome of the Government's Work Programme procurement would have allowed the Council to continue to commission worklessness services from the three organisations referenced above. However, due to the fact that the prime contractors that the Council developed partnership arrangements with were not successful with their bids, the Council has had to fundamentally reappraise its approach to worklessness in light of the dramatic reduction of resources it has experienced, as well as the changing national policy context for benefits and economic activity.

6.3 As referenced in para 5.7 above, the Government's Work Programme will begin

delivery in Haringey in June 2011 and will focus on specific benefit claimant groups. This will provide some mitigation to the proposed cessation of the wider Haringey Guarantee provision.

## 7. Summary

7.1 Following the publication of the Comprehensive Spending Review (CSR), which outlined a significant reduction in funding to local government and a reduction in grants, the Council has been forced to make difficult decisions regarding the withdrawal or reduction of significant funding from third sector organisations. The Government released the detailed local authority financial settlement on 13<sup>th</sup> December 2010 and Haringey's settlement was worse than anticipated. The Council needs to reduce its budget by approximately £87 million over the next three financial years, with approximately £41 million of these savings having to be found in 2011/12, due to the "front-loading" of the cuts.

7.2 Following the CSR, Cabinet agreed overarching indicative criteria for changes to funding for Third Sector organisations (and private organisations where relevant) on 8<sup>th</sup> February 2011. These criteria were developed to assist in making informed and equitable decisions on future funding of organisations and services across the Council. This Directorate developed detailed criteria based on the above that correspond with the priorities and frameworks of the Directorate and the Enterprise Partnership Board.

7.3 Organisations were advised that they needed to meet a minimum score of 35 out of a total of 45 to be eligible for any potential funding. For organisations who delivered under the Haringey Guarantee an additional criterion related to delivery of the Work Programme was added which raised the threshold to a minimum score of 40 out of a total of 55 (although organisations were advised that meeting the threshold score did not guarantee any funding.) The provisional scores are detailed at Appendix 2 (please note that decisions on funding for the Employment Action Network / Families into Work project is not included within the scope of this report as it is an in-house service that is part of the overall review referenced in para 2.2 and will be dealt with under a separate report.)

7.4 The organisations were informed of the scoring and the provisional decisions relating to funding for 2011/12 on 15<sup>th</sup> February. The initial provisional outcome following the scoring were that the Council was minded to continue funding three organisations (Organisation 1. North London Partnership Consortium (NLPC); Organisation 2. Positive Employment; and Organisation 3. NHS Haringey Community Services), albeit at a reduced rate, and to cease all funding for the others (Organisation 4. 2XL; Organisation 5. Aidevian; Organization 6. Ecorys; Organisation 7. Greater London Enterprises; Organisation 8. Northumberland Park Community School; Organisation 9. Windsor Fellowship; Organisation 10. Working Links; Organisation 11. Crouch End Project; Organisation 12. Exemplas; Organisation 13. FinFuture; Organisation 14. Haringey Traders; Organisation 15. London Business Development Corporation (LBDC);

Organisation 16. Muswell Hill Traders Association; Organisation 17. Prince's Trust; Organisation 18. North London Network; Organisation 19. Tottenham Traders Partnership; Organisation 20. Credit Union; Organisation 21. Haringey Business Board; Organisation 22. Wood Green Business Forum.)

7.5 As part of the formal consultation process, the organisations were invited to respond to the provisional scores and decisions, comment on the criteria being used, provide details on impacts on equalities groups from these provisional decisions and provide general representations on the provisional decisions. The 5 representations received, and our response to these, are provided at Appendix 3. The issues raised all focussed on partners' track records in delivering recent contracts around employment and skills and business and enterprise outcomes stressing performance. Only one of the representations specifically addressed any equality issues pointing out that the majority of its users were from BME communities and 50% were women – in line with the programmes targets.

7.6 As stated in para 5.6 above, in discussions with those providers that the Council provisionally decided to fund in 2011/12, it has always been made clear that future funding would be dependant on the Council successfully winning a sub contract for local delivery of the Government's Work Programme. Following the announcement of the outcome of the procurement process in early April 2011 where the Prime Contractors that the Council had partnered with were not selected to deliver the Work Programme, the Council had discussions with the appointed Prime Contractors to see if sub-contracting arrangements could be developed but unfortunately these discussions were unsuccessful. Successful Work Programme Prime Contractors will commence delivery in Haringey in June 2011.

7.7 The decisions in relation to the Work Programme mean that the Council has very limited resources to direct to tackling worklessness in the borough. The Council is currently undertaking a review to inform Member decisions about whether, and how, local worklessness programmes can continue going forward. The outcome of this review is expected during the Summer of 2011. Work is underway on developing a new approach for delivery from 2012 which will link employment programmes with Carbon Management and the wider green environmental agenda. In the interim a core programme of employment support and advice focussed on priority wards and young people will be delivered by the Council's Economic Regeneration service.

7.8 Following the conclusion of the consultation period and an evaluation of the responses received from the Haringey Guarantee and Business Support providers, as well as taking into account the decisions taken nationally in relation to the Work Programme procurement, the final decisions are to cease funding all organisations funded through the Enterprise Theme Board, as listed at 4.2 in this report.

## **8. Chief Financial Officer Comments**



8.1. The Chief Financial Officer has been consulted in the preparation of this report and comments that the proposed savings set out through the cessation of funding to the 22 organisations identified in para 7.7 are consistent with the savings proposals provisionally agreed by Cabinet on the 8<sup>th</sup> February and support the achievement of the overall budget strategy agreed by the Council.

## **9. Head of Legal Services Comments**

- 9.1. The decisions by the Cabinet Member concerning the recommendations set out in the report must be informed by and take into account the outcome of the consultation with service users and providers, which is set out in Appendix 3 to this report.
- 9.2. In reaching their decisions the Cabinet Member must also have due regard to the authority's public sector equality duty and thus should take into account the attached full equality impact assessments included at Appendix 4 to the report. In particular the Cabinet member should take account of the impact summarised in Section 11 of this report concerning BME communities, younger people, women and people with disabilities, and also consider the mitigation proposed in Step 8 of the assessment document. The extent of the duty on the authority is set out in Appendix 5 to this report.
- 9.3. This report seeks to cease funding to the contracts at paragraph 4.2 to this report. Power for the Cabinet Member to take these decisions is contained within the Council's Constitution (Part 3, Section D paragraph 2.2 (d)) which provides that the Leader of the Council can decide which decisions can be taken by an individual Cabinet Member.

## **10. Head of Procurement Comments**

10.1 not applicable

## **11. Equalities & Community Cohesion Comments**

11.1 An Equality Impact Assessment has been carried out and is appended at Appendix 4.

11.2 The main points of the EqlA are:

- In terms of the Council's employment and skills agenda to date – people from BME

communities, women, and people with disabilities are heavily represented in delivery and use of services.

- Business start up and growth was 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.
- In tackling worklessness, we directly tackled 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.

11.3 The Council is currently reviewing its approach to tackling worklessness and the resources it employs to do this. This review aims to enable Members to reach robust and clear decisions about whether, and how, local worklessness programmes can continue going forward. Work is underway on developing a new approach for delivery from 2012 which will link employment programmes with Carbon Management and the wider green environmental agenda. Any new programme will focus on groups not covered by the Government's Work Programme, but no decision has been reached on this yet. Factors that a new Council approach and programme will need to consider include:

- Youth unemployment is a particular concern with under 25s making up 20% of JSA claimants and with the loss of EMA supporting young people to stay in education and the ending of the successful Future Jobs Fund programme this is likely to increase.
- Lone parents are a significant group but more will be migrated from Income Support to JSA once the youngest child is 5 from October 2011. Supporting parents into work is a significant factor in reducing child poverty.
- People with disabilities make up 5% of the people who will not be supported by the Work Programme and face significant barriers in accessing employment.
- A new reduced programme should factor in outcomes around young people, parents and people with disabilities. It is proposed that target outcomes for a focussed programme could be:

Young People (under 25)	50%
Parents	25%
Disabled	10%

The target of 50% BME and 50% Women could also be maintained.

While the review is underway on developing a new approach for delivery from 2012 which will link employment programmes with Carbon Management and the wider green environmental agenda an interim programme delivered by the Council's core delivery team within its Economic Regeneration service will continue focussing on the most disadvantaged wards and with a stronger focus on young people.

11.4 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. We will ensure provision of apprenticeship opportunities to young people, by continuing the work of the apprenticeship delivery steering group and we will work with the Government's Work Programme to ensure that protected groups are served by the Work Programme.

11.5 The Government's Work Programme will focus on supporting specific groups of benefit claimants into work including Job Seekers Allowance and Employment Support Allowance claimants but does not have specific equalities targets.

## **12. Consultation**

12.1 **8 February 2011:** High level criteria, developed by Council Officers and agreed by Legal Services, agreed at Cabinet.

12.2 **14 February 2011:** Haringey Guarantee provider meeting held.

12.3 **15 February 2011:** Letter sent from the Director of Urban Environment outlining background, consultation process, scoring criteria and provisional scoring and decisions for the providers. Consultation period scheduled to finish on 15 March 2011.

12.4 **15 February – 15 March 2011:** Various meetings and discussions with business support and enterprise project leads.

12.5 **11 March 2011:** Letters from Princes Trust and Windsor Fellowship providing representation on provisional decisions.

12.6 **15 March 2011:** Letter from LBDC providing representation on provisional decisions.

12.7 **25<sup>th</sup> March 2011:** Letter sent to all providers advising them of the temporary extension of contracts (April 1<sup>st</sup> – May 31<sup>st</sup>) to the three organisations we were provisionally minded to continue funding. This letter also advised that the consultation period was being extended to March 31<sup>st</sup> 2011.

12.8 **28 March 2011:** Letter from 2XL providing representation on provisional decisions.

12.9 **31 March 2011:** Letter from Tottenham Traders Partnership providing representation on provisional decisions.

12.10 **26<sup>th</sup> May 2011** Letter sent to all providers advising them of the temporary extension of contracts (June 1<sup>st</sup> – 30<sup>th</sup>) to the three organisations we were provisionally minded to continue funding, pending final decisions.

12.11 Further consultation on shape of any new programme to be undertaken with partners and to include service users will be undertaken during the summer/autumn of 2011.

### **13. Service Financial Comments**

13.1 The savings identified in this report are consistent with the budget for the Planning, Regeneration and Economy service for 2011/12.

### **14. Use of appendices /Tables and photographs**

14.1 Appendix 1. Criteria

14.2 Appendix 2. Scoring of the organisations

14.3 Appendix 3. Consultation representations and Council response

14.4 Appendix 4. EqIA

14.5 Appendix 5. The Public Sector Single Equality Duty

### **15. Local Government (Access to Information) Act 1985**

15.1 not applicable



## Appendix 1

### Urban Environment/Enterprise Board Funding criteria

Organisations need to meet a minimum score of 35 out of a total of 45 to be eligible for any potential funding.

For organisations who delivered under the Haringey Guarantee employment programme an additional criterion related to delivery of the Work Programme has been added which raises the threshold to a minimum score of 40 out of a total of 55.

Criteria	Rationale	Urban Environment	Scoring
<p>Link to Strategic Priorities</p> <ul style="list-style-type: none"> <li>▪ Council priorities</li> <li>▪ Sustainable Community Strategy outcomes</li> <li>▪ Agreed Haringey Strategic Partnership thematic board outcomes</li> </ul>	<p>How this activity is essential to achieving council and partnership priorities</p>	<p>Link to main outcomes and priorities set by the Council in delivering its vision of "One Borough One Future: Reducing inequalities – working for a better society"</p> <p>Rethinking Haringey sets out the challenges facing the council and the councils plans to transform its approach to delivering services, adapting them to meet the changing needs of residents and targeting them at those who need them most</p> <p><b>Outcome 1 Thriving</b></p> <p>Regenerating the borough; creating opportunities for employment and educational attainment; tackling low income and poverty; providing a balance of different types of home which offer quality, affordability and sustainability</p> <p><i>Shaping our Future (Public consultation October – December 2010.)</i></p> <p>More: Regeneration and jobs</p> <p><b>Sustainable Community Strategy Outcomes</b></p> <p>Economic vitality and prosperity shared by all</p>	10

		<p><b>Regeneration Strategy</b> To put People, Places and Prosperity at the heart of regeneration in Haringey.</p> <ul style="list-style-type: none"> <li>• To unlock the potential of Haringey residents through increasing skill levels and raising employment so that they can contribute to and benefit from being part of one of the most successful cities in the world.</li> <li>• To transform Haringey into a place in which more people want to live and invest by using the opportunity of major sites and key locations to create positive change.</li> <li>• To develop a 21st century business economy that offers opportunities for sustainable employment and enterprise, to help make Haringey a place people want to work, visit and invest in.</li> </ul>	
Link to statutory obligations	Why the council needs to fund this activity	There is no statutory requirement to deliver economic development activities but the Local Democracy, Economic Development and Construction Act 2009 requires local authorities to carry out local economic assessments	5
Maximise outcomes: link into performance measures	How this activity improves the well-being of local communities	<p>Performance indicators and measures as set out in Enterprise Commissioning Prospectus – supporting workless residents into sustained employment, skills outputs</p> <p>LAA targets – supporting residents in “worst” wards into employment including Lone Parents, long term JSA and IB claimants</p> <p>Sustainable employment targets – supporting residents into</p>	10

		work lasting 26 weeks or longer	
Impact/effect/improvement(s) of service delivery to local community	<ul style="list-style-type: none"> <li>▪ How can we focus this activity on people most in need</li> <li>▪ What can make this activity more effective</li> <li>▪ Other local bodies exist which could provide this activity e.g. the private sector, third sector or citizens could provide this activity, whole or in part</li> <li>▪ How we make sure that payment to service provides link to achievement</li> </ul>	<p>Business and enterprise targets</p> <p>Interventions focussing on priority groups – longer term unemployed residents including lone parents, benefit claimants, young people</p> <p>Interventions directly delivering quality provision to local residents that create opportunities for employment and tackle low income and poverty</p> <p>Ensuring provision does not duplicate other services and is additional to that provided by other sectors</p> <p>Output related funding closely linked to high level performance</p>	10
Maximise value for money:	How we can	Output related funding closely linked to high level	

including long term and short term savings	provide this activity at lower cost	performance	5
Local connection / presence in Haringey		Prioritising local agencies; those with a local presence and track record of delivering outputs and outcomes	5
<b>Additional criterion for Haringey Guaranteee Employment programme providers.</b>			
Link to Work Programme priorities and delivery - supporting longer term benefit claimants into sustained employment of up to 2 years.(for employment and skills projects only)	Ability to deliver Work Programme outputs and outcomes	Experience and track record of delivering output/outcome related funded programmes – payments by results on sustained employment outcomes.	10







## Appendix 2

Organisations need to meet a minimum score of 35 out of a total of 45 to be eligible for any potential funding. For organisations who delivered under the Haringey Guarantee an additional criterion related to delivery of the Work Programme has been added which raises the threshold to a minimum score of 40 out of a total of 55.

### Haringey Guarantee

		Score	10	5	10	10	5	5	5	45
Provider	Sector	Strategic Priorities	Statutory Obligations	Outcomes	Community Impact	VFM	Local	Work Programme		
Aidevian	Private	7	0	10	5	5	5	32		
EAN/FIW	Public	10	0	10	10	5	5	40		
NHS Haringey	Public	10	0	7	10	4	5	36		
NLPC	Third	10	0	10	10	5	5	40		
NPCS	Public	6	0	10	8	3	5	32		
Positive Employment	Third	10	0	10	10	5	5	40		
Windsor Fellowship	Third	6	0	5	6	3	1	21		
Working Links	Private	10	0	5	6	3	4	28		
2XL	Private	7	0	10	5	5	5	32		
Greater London Enterprise	Private	5	0	10	2	5	1	23		
Business & Enterprise										
Ecorys	Private	5	0	10	2	5	1	23		
Credit Union	Third	10	0	7	7	5	4	33		
Crouch End Project	Private	5	0	10	6	5	5	31		

Exemplas	Private	5	0	10	8	5	2	30
FinFuture	Private	5	0	10	4	5	5	29
Haringey Business Board	Private	5	0	10	6	5	5	31
Haringay Traders	Private	5	0	10	6	5	5	31
LBDC	Third	5	0	10	8	5	5	33
Muswell Hill Traders	Private	5	0	10	6	5	5	31
North London Network	Private	5	0	10	8	5	5	33
Princes Trust	Third	5	0	10	5	5	1	26
Tottenham Traders	Private	5	0	10	6	5	5	31
Wood Green Business Forum	Private	5	0	10	6	5	5	31



## **Appendix 3.**

### **Urban Environment (Enterprise Partnership Board) Funding Consultation – February/March 2011.**

#### **1. Introduction**

As part of the process to determine proposed reductions in funding to the third sector (and private sector where appropriate), criteria were developed by council officers in conjunction with the legal department to assist in making decisions on future funding. These criteria formed the basis of provisional decisions on funding allocations to organisations. These provisional decisions were the subject of a consultation process with providers and that the criteria themselves would be monitored throughout the consultation process in order to give due regard to its impact on protected groups under the Council's equalities duties. Consultees were advised that the criteria are subject to the consultation process and equalities impact assessment.

The providers were given an opportunity to respond to the provisional scores applied to each organisation as part of the consultation process.

The consultation period initially ran from 15 February 2011 until 15 March 2011 but this was extended to 31 March 2011.

#### **2. Consultation Responses**

By the end of the extended consultation period at 31 March 2011, 5 responses from consultees had been received. These were from:

- Princes Trust
- Windsor Fellow
- LBDC
- 2XL
- Tottenham Traders Partnership

The main issues raised all focussed on partners' track records in delivering recent contracts around employment and skills and business and enterprise outcomes stressing performance. The reduced programme in 2011/12 will be a programme focussed on employment support leading to sustained employment which was not addressed in the representations. Only one of the representations specifically addressed any equality issues pointing out that the majority of its users were from BME communities and 50% were women – in line with the programmes targets.

#### **Princes Trust**

The Princes Trust received funding for a Get into Business programme which delivered its outputs. They suggested continuation funding for a new

Enterprise Programme delivering enterprise training raising skills, increasing aspirations, improving access to education, employment and training leading to new opportunities for self employment. This support would be offered to those most in need.

*Council Response – the consultation was on continuing current projects and not on funding new initiatives. Any new initiatives would be subject to a new open commissioning and procurement process.*

#### Windsor Fellowship

The Windsor Fellowship received funding to deliver a pilot mentoring programme to students at 4 Haringey secondary schools. The main content of the programme focussed on interactive activities that allowed students to learn more about and practice the skills required to successfully access the world of work. Their response highlighted the flexibility and success of their programme emphasising the need for such work with schools and the gap of work related training and employability skills that would be felt if the programme was not continued.

*Council Response – this was a pilot project testing the viability of mentoring in secondary schools. While the project was successful in engaging with 4 schools it does not meet the strategic priorities around Rethinking Haringey and as a Haringey Guarantee provider it does not meet the requirement relating to delivering output/outcome related funding programmes – payments by results on sustained employment outcomes.*

#### LBDC

LBDC was funded to support local businesses and entrepreneurs to access online procurement opportunities. Their response highlighted strategic priorities and outlined their track record between 1994 and 2010 and how they successfully responded to changing priorities and needs and that they currently are dealing with daily enquiries about starting new enterprises. They also point out that 95% of their users are from BME communities and 50% are women.

*Council Response –the project funded does not meet the strategic priorities around Rethinking Haringey through creating opportunities for employment and tackling low income and poverty. Equality outcomes are consistent with programme targets that all providers need to meet and which will be addressed in a reduced programme focussing on employment support leading to sustained employment.*

#### 2XL

2XL received funding to deliver accredited skills training in social care. Their response addressed strategic priorities, statutory obligations, community impact and the Work Programme. On strategic priorities they pointed out that

Medical/Nursing and Care was a growth sector, that the healthcare workforce made up 13% of the regional workforce and that their project had 3 connected aims – improve skills of the workforce, tackle barriers to employment and reducing disparities in the workforce for ethnic minorities. On statutory obligations they accepted that there was no statutory obligation to deliver these activities but stated it was a requirement for local authorities to establish such schemes in response to local requests. On community impact they referred to their track record of working successfully with employers and the unemployed resulting in a positive impact on the local and regional community. On the Work Programme they listed a number of a successfully delivered JCP and LDA work based programmes.

*Council Response – it does not fully meet the strategic priorities around Rethinking Haringey, it is not a statutory obligation nor requirement to provide local skills development, and as a Haringey Guarantee provider it does not meet the requirement relating to delivering output/outcome related funding programmes – payments by results on sustained employment outcomes which will be the main feature of a reduced programme focussing on employment support leading to sustained employment.*

#### Tottenham Traders Partnership

Tottenham Traders Partnership received funding to capacity build and develop the partnership plus promoting Tottenham High Road businesses. Their response pledged their future services and partnership if new funding was secured.

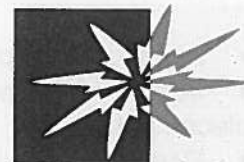
*Council response – n/a*





# HARINGEY COUNCIL

## EQUALITY IMPACT ASSESSMENT FORM



**Haringey** Council

**Service:** Planning, Regeneration and 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)

### 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 only 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

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 forms part of a Young Haringey Guarantee programme that is reported on separately (but is still 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.

### **The Proposal**

Following the Comprehensive Spending Review (CSR) in October 2010 and the Government's Local Government funding settlement in December 2010 substantial savings have had to be made across the Council for 2011/12 onwards. £700,000 savings from the 2010/11 Enterprise programme (out of a £1.2million budget) have been agreed and following changing priorities as set out in Rethinking Haringey it was proposed to run a reduced core Haringey Guarantee programme in 2011/12. It was anticipated that this core programme would be based around core teams and projects offering employment support and advice, work placements and job brokerage; it was originally envisaged that this programme would be able to engage with and win sub-contracts for local delivery from the Government's new national programme to tackle worklessness – the Work Programme.

However, during early April the Government announced the outcome of the Work Programme procurement process and identified the preferred Prime Contractors in the West London contract package area which includes Haringey. Unfortunately, none of the three preferred Prime Contractors have offered sub-contracts for delivery in Haringey. This has implications for the proposed reduced core Haringey Guarantee programme. It was always made clear to providers that any funding they may receive during 2011/12 would be transitional funding to enable

continued delivery whilst we awaited Work Programme decisions and that any future funding for these organisations would come from a Haringey Council sub-contract for local delivery of the Work Programme.

As a consequence of the Work Programme decision (and wider decisions around reforms to the benefits system and spending cuts), the Council is having to fundamentally rethink its approach to tackling worklessness and the resources it employs to do this. To this end, we are undertaking a review to inform Member decisions about whether, and how, local worklessness programmes can continue going forward and how we can best target our limited resources in this area.

A review of the Council's approach to tackling worklessness is underway and options for new local programme(s) are being considered. This includes consideration about whether a new programme should focus on groups not covered by the Work Programme.

**A new programme will be developed during 2011/12 and an interim reduced Haringey Guarantee programme will continue in the interim based around the Council's core team that will continue to offer employment support and advice, job brokerage focussing the most disadvantaged wards with the highest concentrations of BME residents and clearer focus on young people.**

Lone parents are a significant group but more will be migrated from Income Support to JSA once the youngest child is 5 from October 2011. Supporting parents into work is a significant factor in reducing child poverty.

People with disabilities make up 5% of the people who will not be supported by the Work Programme and face significant barriers in accessing employment.

Any programme that does get developed should factor in outcomes around young people, parents and people with disabilities. It is proposed that target outcomes for a focussed programme would be:

<b>Young People (under 25)</b>	<b>50%</b>
<b>Parents</b>	<b>25%</b>
<b>Disabled</b>	<b>10%</b>

The target of 50% BME and 50% Women would be maintained.

*(please note that a participant on the programme can be in more than one target group.)*

## 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 presently, 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 outputs areas (SOAs) in Haringey that demonstrate severe levels of deprivation in terms of economic activity, employment levels, access to housing, health and education attainment.

Haringey Guarantee had 2,043 participants from April 2009 to March 2011

**Haringey Guarantee equalities data summary, April 2009 to March 2011**

Equalities group	Target % (1)	Registrations No	Registrations %	Job starts No	Job starts %	Sustained employment No	Sustained employment %	Conversion rate (2)
Total	n.a	2,043	100.0	646	100.0	461	100.0	71.4
Women	50.0	1,070	52.4	320	49.5	230	49.9	71.9
Ethnic minority	50.0	1,720	84.2	547	84.7	388	84.2	70.9
Disabled	17.0	165	8.1	32	5.0	22	4.8	68.8
Aged 16-17	n.a	45	2.2	15	2.3	13	2.8	86.7
Aged 18-24	n.a	433	21.2	166	25.7	140	30.4	84.3
Aged 25-49	n.a	1,293	63.3	389	60.2	256	55.5	65.8
Aged 50-59	n.a	223	10.9	61	9.4	44	9.5	72.1
Aged 60+	n.a	16	0.8	6	0.9	4	0.9	66.7

- (1) The equalities targets are set against all the outputs presented in the table.
- (2) The conversion rates are based on the number of sustained employment outputs as a percentage of the number of job starts.
- (3) The age based percentages will not all sum to 100 due to a small number of Haringey Guarantee participants whose ages were unknown.

Some 52.4% of Haringey Guarantee participants were women, exceeding the respective equalities target of 50%; 47.6% of programme participants were men and a statistically insignificant proportion of people declared themselves as transgender.



84.2% of Haringey Guarantee participants were from ethnic minority communities, significantly exceeding the equalities target of 50%. The largest ethnic minority groups represented were Black African (28.3% of the total number of participants) and Black Caribbean (23.4%).

8.1% of Haringey Guarantee participants declared that they had a disability at the point of their registration<sup>1</sup>, which is below the target of 10%. The most common disabilities declared were depression/anxiety (24.2%), mobility (16.8%) and diabetes (5.5%).

Although there are no age specific equalities targets, between April 2009 and March 2011, 63.3% of Haringey Guarantee participants were aged 25-49 followed by 21.2% who were aged 18-24 and 10.9% who were aged 50-59. To complete the picture, 2.2% of participants were aged 16-17 (taking the proportion of young people aged 16-24 supported by the Haringey to 23.4%) and 0.8% were aged 60+ (taking the proportion of older people aged 50+ supported by the Haringey Guarantee to 11.7%).

## 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.

Youth unemployment is a particular concern with under 25s making up 20% of JSA claimants and with the loss of EMA supporting young people to stay in education and the ending of the successful Future Jobs Fund programme this is likely to increase.

Between April 2009 and March 2011, 63.3% of Haringey Guarantee participants were aged 25-49 followed by 21.2% who were aged 18-24 and 10.9% who were aged 50-59. To complete the picture, 2.2% of participants were aged 16-17 (taking the proportion of young people aged 16-24 supported by the Haringey to 23.4%) and 0.8% were aged 60+ (taking the proportion of older people aged 50+ supported by the Haringey Guarantee to 11.7%).

## 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%.

84.2% of Haringey Guarantee participants were from ethnic minority communities, significantly exceeding the equalities target of 50%. The largest ethnic minority groups represented were Black African (28.3% of the total number of participants) and Black Caribbean (23.4%).

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<sup>1</sup> There will be people on the Haringey Guarantee with a disability who do not declare this when they are registered on the programme; there is no mandatory obligation for them to declare a disability.



## **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.

Some 52.4% of Haringey Guarantee participants were women, exceeding the respective equalities target of 50%; 47.6% of programme participants were men and a statistically insignificant proportion of people declared themselves as transgender.

## **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.

8.1% of Haringey Guarantee participants declared that they had a disability at the point of their registration<sup>2</sup>, which is below the target of 10%. The most common disabilities declared were depression/anxiety (24.2%), mobility (16.8%) and diabetes (5.5%).

## **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**

Identifying the causes of over-representation of certain groups in the unemployment statistics are complex and cannot be explained by a single factor. However, there is a clear association between race, gender, disability and age and the groups that are over-represented in the use of the Guarantee Scheme. Low educational attainment, low skills level, discrimination – direct or indirect – are known factors that may account for low rates of employment among certain groups and their over-representation in the use of the Guarantee Scheme.

## **Geography**

Some of Haringey Super Output Areas (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, which have predominantly ethnic minority populations. 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%.

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<sup>2</sup> There will be people on the Haringey Guarantee with a disability who do not declare this when they are registered on the programme; there is no mandatory obligation for them to declare a disability.

### Funding priorities

The over-representation of black and ethnic minorities, women and disabled people in the Guarantee Scheme demonstrates that the need for the service is greatest among these groups and justifies our focus on these groups. That is why on the Haringey Guarantee there were targets in respect of these groups – 50% of all participants and outcomes need to be from BAME communities, 50% Women and 10% people with disabilities.

### Step 3 - Assessment of Impact

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

A new interim programme will focus on the most deprived wards thereby reaching areas with high levels of BME residents and women and the programme will have a clearer focus on young people. Although this will be a reduced programme it will target disadvantaged groups but it will not have the same reach and scope of the Haringey Guarantee and therefore will increase barriers for protected groups. In 2011/12 running a reduced core service from within Economic Regeneration will see approximately 400 people and work to targets as set out in Step 1 i.e.

200 people from BME communities  
200 Women  
200 Young People under 25  
100 Parents  
40 Disabled People

*(please note that a participant on the programme can be in more than one target group.)*

The Government's Work Programme is a larger mainstream programme than previously that will target specific benefit claimant groups and will mitigate some of the adverse affects of a reduced programme.

**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 attempted to tackle the levels of inequality in our most deprived communities. With a specific focus on key equalities groups (the Haringey Guarantee had 50% BME, 50% Women and 10% Disabled targets) our impact was more marked – to date we have achieved 86% BME, 52% Women and 8% Disabled.

A new programme will be developed during 2011/12 and an interim reduced Haringey Guarantee programme will continue in the interim based around the Council's core team that will continue to offer employment support and advice, job brokerage focussing the most disadvantaged wards with the highest concentrations of BME residents and a clearer focus on young people. The interim programme will continue to target people from BME communities, women, parents and disabled people.

The Government's Work Programme will focus on certain benefit claimant groups including JSA claimants but does not have specific equalities targets.

***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 with the largest being the Black African and Black Caribbean communities. 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%.

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

The employment rate for disabled people is currently (year to June 2010) 29.4% compared to 60.5% for the total population aged 16-64

The current review of the Council's approach will focus on how best to secure outcomes from reduced resources focussing on priority neighbourhoods with the highest levels of workless people and priority groups – BME, women, young people, people with disabilities.

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.

We will continue to ensure provision of apprenticeship opportunities to young people, by continuing the work of the apprenticeship delivery steering group and

Work with the Government's Work Programme Prime Contractors to ensure that protected groups are served by the Work Programme

## 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 a 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.

Letters to all providers were sent on 15 February 2011 notifying them that a formal consultation period with contracted providers commenced on 15 February running to 15 March on the Council's funding proposals for 2011/12 considering the limited funds available to the Council which was then extended to 31 March 2011.

By the end of the consultation period 5 representations were received. The issues raised all focussed on partners' track records in delivering recent contracts around employment and skills and business and enterprise outcomes stressing performance and the need to continue delivering their services. **Only one of the representations specifically addressed any equality issues pointing out that the majority of its users were from BME communities and 50% were women – in line with the programmes targets.**

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 due to end on 15 March 2011 was extended to 31 March 2011.

By the end of the consultation period 5 representations were received. The issues raised all focussed on partners' track records in delivering recent contracts around employment and skills and business and enterprise outcomes stressing performance and the need to continue delivering their services.

- 1 representation referred to successful delivery of business support and business skills
- 2 representations referred to enterprise training
- 1 representation referred to a pilot programme delivering mentoring support in local secondary schools
- 1 representation referred to skills training in social care

At this stage no consultation has been undertaken with service users but this will be undertaken over the summer/autumn 2011 to help determine the shape and scope of a new programme. This



will involve consulting the Families into Work User Forum and Youth Forum and a representative sample of current and past participants on the Haringey Guarantee programme.

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

The issues raised all focussed on partners' track records in delivering recent contracts around employment and skills and business and enterprise outcomes stressing performance and the need to continue delivering their services.

- 1 representation referred to successful delivery of business support and business skills
- 2 representations referred to enterprise training
- 1 representation referred to a pilot programme delivering mentoring support in local secondary schools
- 1 representation referred to skills training in social care

Response: Haringey are working as part of a new 7 borough consortium to draw down DWP Enterprise Allowance funding to deliver business mentoring and training.

The Government's Work Programme Prime Contractors all have vocational training menu provision including social care training for offer unemployed people as part of their pathway into sustained employment

The pilot mentoring support in local schools was intended as an one-off with schools taking on this work if they felt that this was appropriate

**Only one of the representations specifically addressed any equality issues pointing out that the majority of its users were from BME communities and 50% were women – in line with the programmes targets.**

Currently the Council is reviewing its approach to tackling worklessness and that current review of the Council's approach will focus on how best to secure outcomes from reduced resources. Any new programme may focus on priority neighbourhoods with the highest levels of workless people and priority groups – BME, women, young people, people with disabilities.

### **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?***

Economic Regeneration monitor regular labour market data information reporting on employment rates, unemployment rates, benefit claimant rates which cover wards, super output areas, young people, people from BME communities, women, lone parents and people with disabilities. This data reflects overall performance by mainstream and local programmes in tackling worklessness and published by Nomis. Reports are published quarterly.

Following the Council's review of its approach to tackling worklessness any new approach/programme will monitored by the Economic Regeneration and reports published quarterly and reported on Council performance management scorecards and to the Enterprise Partnership Board.

Once targets have been agreed and set for the new interim programme performance against these will be monitored and reported as above.



## 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
<p>Youth unemployment is disproportionately high in Haringey and the reduction Haringey Guarantee budget could make it worse.</p> <p>A new target of 50% of all outputs to be for young people under 25.</p>	<p>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. The proposed reduction in the programme would have a negative effect on disability employment opportunities unless present priorities and target for disability ( 10% of total outputs) is maintained as proposed</p>	<p>Ethnicity has been identified as a potential barrier to accessing employment opportunities within the borough. The proposed reduction in the programme would have a negative effect on black and ethnic minorities employment opportunities unless present priorities and target for ethnic minorities (50% of total outputs) is maintained as proposed</p>	<p>Gender has been identified as a potential barrier to accessing employment opportunities within the borough. The proposed reduction in the programme would have a negative effect on employment opportunities for women unless present priorities and target for women (50% of total outputs) is maintained as proposed</p>	<p>Although we do not collect and monitor data on religion or belief, we have identified no service level barriers based on faith or belief</p>	<p>Although we do not collect and monitor data on religion or belief, we have identified no legal or service level barriers based on sexual orientation</p>

Young people and disabled people	<p>Reducing potential negative effects through mitigation measures by:</p> <ul style="list-style-type: none"> <li>Continuing to work with other partners such as the Children and Young People's Service, Jobcentre Plus and the College of Haringey, Enfield and North East London to secure apprenticeship opportunities for young people</li> <li>Develop a new approach to tackling worklessness which focuses on priority groups including young people and disabled people</li> </ul>	Martin Tucker Regeneration Manager	Throughout 2011/12	tbc
Evaluation	Evaluation of impact of programmes delivering in Haringey through stakeholder engagement on mainstream programmes and evaluation of any local programmes that may be developed.	Martin Tucker Regeneration Manager	Throughout 2011/12	tbc
Ensuring provision of apprenticeship	Continuing the work of the apprenticeship delivery	Martin Tucker Regeneration Manager	Throughout 2011/12	tbc

## 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	<ul style="list-style-type: none"> <li>• Work with the Government's Work Programme to ensure that protected groups are served by the Work programme</li> <li>• Develop a new approach to tackle worklessness that can maintain current priorities and output targets on black ethnic minorities, women, disabled people and the most deprived wards</li> <li>• Increased focus on young people</li> <li>• Robust contracting and monitoring to be included in any new programmes that are developed</li> <li>• Raise take up of services by people with disabilities</li> </ul>	Martin Tucker Regeneration Manager	Throughout 2011/12	N/A

opportunities to young people	steering group			

## 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.

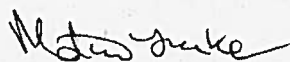
Assessment distributed to partners.

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

Name: Martin Tucker

Designation: Regeneration Manager

Signature:



Date: 1<sup>st</sup> June 2011

### Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature: *A. J. Brown*

Date: 13<sup>th</sup> June 2011

### Sign off by Directorate Management Team:

Name: Anne Lippitt

Designation: Interim Director – Place and Sustainability

Signature:



Date: 13<sup>th</sup> June 2011



## THE NEW DUTY – THE SINGLE EQUALITY DUTY

### EQUALITY ACT 2010

Introduces the **Single Equality Duty** which covers all eight strands, namely **race, disability, sex, gender identity, pregnancy and maternity, religion/belief, age and sexual orientation** and which came into force on 06 April 2011.

Section 149 of the Equality Act 2010 Public Sector Equality Duty states

(1) A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) – A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) – Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) – The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) – Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –

- (a) tackle prejudice, and
- (b) promote understanding.

(6) – Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) – The relevant protected characteristics are – age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

(8) – A reference to conduct that is prohibited by or under this Act includes a reference to –

- (a) a breach of an equality clause or rule;
- (b) a breach of a non-discrimination rule.

### **THE COUNCIL'S EQUALITIES SCHEME 2010-2013 AND DELIVERY PLAN**

The Council's current Equality Scheme includes the three existing equality duties, namely race, disability and gender as well as the additional equality strands, namely religion or belief, age and sexual orientation, introduced by the Equality Act 2006, The Employment Equality (Age) Regulations 2006 and The Equality Act (Sexual Orientation) Regulations 2007.

### **TYPES OF DISCRIMINATION**

Types of discrimination by way of an overview only include

- direct discrimination that is when someone (falling within one or more of the equality strands) is treated less favourably than others in the same circumstances
- indirect discrimination is when a provision, criterion or practice is applied to all but which puts a person (falling within one or more of the equality strands) at a disadvantage
- victimisation is when a person (falling within one or more of the equality strands) is treated less favourably than others having complained about discrimination in some way whether by way of proceedings or providing information or the making of allegations
- harassment is where there is unwanted conduct which has the purpose or effect of violating the person's (falling within one or more of the equality strands) dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

### **FOR INFORMATION**

#### **STATUTORY CODES OF PRACTICE**

These are statutory codes relevant to each of the duties and whilst a breach of the code does not of itself make a person liable in any proceedings it will be taken into account by a court in certain types of proceedings. This means that they are admissible in evidence and if any provision of one of the codes appears to a court or a tribunal to be relevant to any question arising in the proceedings it has to be taken into account.

The existing codes continue to have effect until revoked by the Secretary of State at the request of the Equality and Human Rights Commission. The Commission has the power to issue new codes.

The draft code of practice on the Public Sector Equality Duty is scheduled to be laid before Parliament in Summer 2011.

#### **GUIDANCE**

The Commission has also produced non statutory guidance which includes the guidance on how to complete the assessments