



Haringey Council

Equality Impact Assessment

Name of Project	Economic Development and Growth Strategy	Cabinet meeting date <i>If applicable</i>	20 th January 2015
Service area responsible	Economic Development		
Name of completing officer	Vicky Clark	Date EqIA created	6 th January 2015
Approved by Director / Assistant Director	Dan Hawthorn	Date of approval	

The Equality Act 2010 places a '**General Duty**' on all public bodies to have '**due regard**' to:

- **Eliminating discrimination, harassment and victimisation**
- **Advancing equality of opportunity**
- **Fostering good relations**

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a '**Specific Duty**' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council’s website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead – Vicky Clark	5.
2. Equalities / HR – Erica Ballmann	6.
3. Legal Advisor - Alison Vydulinska	7.
4. Trade union	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups
<p>The Economic Development and Growth Strategy (EDGS) sets out in broad terms the Council’s approach to delivering economic growth for the borough, supporting our Corporate Plan priority 4 ‘Driving Growth and Employment from which everyone can benefit’. As a broad strategy to develop the borough’s economy the EDGS can be expected to impact on all Haringey residents to a greater or lesser extent because of their engagement with the local economy as workers, leisure or service users or shoppers, but it does not have a defined group of service users. However a number of individual projects are likely to commissioned as a result of the EDGS and in aggregate they can be expected to impact directly on up to 4000 people and businesses in the current Corporate Plan period and as many as 25,000 over the period up to 2030.</p> <p>The strategy is designed to grow the local economy and increase the number of jobs in the borough by 20,000 by 2030. The impact of this work is arguably disproportionately positive for one protected group, disabled people, as well as for parents as they find it harder to travel long distances to work, and therefore benefit more from increased local employment opportunities.</p> <p>The other focus of the strategy is on improvements to the borough’s employment education and skills infrastructure, improving the quality of support available to help people find work and ensuring they have the qualifications and skills to secure and sustain rewarding employment. Targeted investment in these areas is likely to disproportionately favour other protected groups relative to the overall population</p> <ul style="list-style-type: none"> - Young people (because of the emphasis on the education system) - BAME people (because they have historically faced disadvantage in the labour market and will benefit from investment in improving employment support) - Women (because they have also faced historic disadvantage in the labour market). <p>2011 Census data shows the largest groupings within Haringey’s BAME population are:</p>

- Other White (23.0%)
- Black African (9.0%)
- Black Caribbean (7.1%)

Unemployment levels for people who are white but born outside the UK are already low so investment in employment support and in growing the local economy is more likely to benefit the Black African and Black Caribbean communities.

Improving employment support and increasing economic activity within the borough will also serve to address other issues for the borough including child poverty. Many poor families are led by lone mothers and offering more support and opportunity to help them find work will assist them to lift their families out of poverty.

The below table which gives the equalities profile for users of Haringey's Employment and Skills Team (HEST) illustrates the overrepresentation of protected groups and parents amongst users of employment support services.

HEST Equalities Data, June 2012-April 2014

	Registration		Job start	
	No.	% of total in each group	No.	% of total in each group
Total	623	100	265	100
16-24	220	35	116	44
Ethnic minority	546	88	224	85
Parents	251	40	85	32
Women	350	56	152	57
Disabled	49	8	11	4

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
 Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
N/A – this proposal does not impact on Haringey Council employees	

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment
 This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?
Monitoring Data for HEST, recorded for audit and quality control purposes	Client/ user profile by age, gender, ethnicity, disability

Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:

Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex	X		<p>Women are more likely to benefit from the creation of additional local jobs because they more often take on caring responsibilities which limit the ability to commute to work.</p> <p>They will benefit from employment support interventions because of their historic disadvantage in the labour market.</p>	
Gender Reassignment	X		<p>The impact of the work to grow the economy on this group will be in proportion to gender reassigned people's representation in the Haringey population.</p>	
Age	X		<p>Young people will particularly benefit from investments to improve the borough's education and skill system as most users of this system are aged 24 or under. They are also disproportionately high users of local employment support services.</p>	

Disability	X		Disabled people can be expected to benefit from improvements to employment support services which would make them more responsive to their needs. They are also likely to benefit disproportionately from the creation of increased local employment opportunities.	
Race & Ethnicity	X		Improvements to employment services will benefit BAME people disproportionately as they have historically faced disadvantage in the labour market and are disproportionately high users of local employment support services.	
Sexual Orientation	X		Impact of work to grow the local economy will be felt by LGBT people in proportion to their representation in the Haringey population	
Religion or Belief (or No Belief)	X		Impact of work to grow the local economy will be felt by people of particular faiths or of no faith in proportion to their representation in the Haringey population	

Pregnancy & Maternity	X		Impact of work to grow the local economy will be felt by pregnant women in proportion to their representation in the Haringey population. New mothers may benefit disproportionately from a more lively local retail and leisure economy (because they are spending more time in the borough) and from increased local employment opportunities	
Marriage and Civil Partnership	X		Impact of work to grow the local economy will be felt by married people and civil partners in proportion to their representation in the Haringey population.	

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex				The EDGS has no impact on staffing structures
Gender Reassignment				As above
Age				As above
Disability				As above
Race & Ethnicity				As above
Sexual Orientation				As above

Religion or Belief (or No Belief)				As above
Pregnancy & Maternity				As above
Marriage and Civil Partnership				As above

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
The EDGS will advance the equalities agenda by improving the local economy, creating local employment opportunities, and enhancing the quality of education, skills and employment support available to Haringey residents.	We will continue to monitor the equalities profile of service users for those services commissioned as a result of the strategy.

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
N/A	N/A

Stage 8 - Final impact analysis

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Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director	<input type="text"/>	Date of review	<input type="text"/>
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Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.