



Haringey Council

Equality Impact Assessment

Name of Project	Development Vehicle	Cabinet meeting date If applicable	20 th October 2015
Service area responsible	Regeneration		
Name of completing officer	Julian Wain	Date EqIA created	21 st September 2015
Approved by Director / Assistant Director	Lyn Garner	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 and any other conduct prohibited under the Act**
- **Advancing equality of opportunity between those with 'protected characteristics' and those without them**
- **Fostering good relations between those with 'protected characteristics' and those without them.**

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 Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead – Dan Hawthorn	5. Julian Wain – Project Adviser
2. Equalities / HR – Kathryn Booth	6.
3. Legal Advisor (where necessary) – Patrick Uzice	7.
4. Trade union – Chris Taylor	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

In order to deliver the Council's regeneration, economic growth and housing objectives the Council needs to bring forward an approach that catalyses development, provides resources and the necessary skills and expertise to make it happen. Having considered the various options the Council is coming to the view that a development vehicle in partnership with the private sector is the right option for delivery.

The purpose of the report is for Cabinet to approve the business case for the establishment of the 'Haringey development vehicle', to agree the preferred option, and to agree the start of a European procurement process.

An EqIA is being undertaken due to the potential for the vehicle's activities to impact on tenants, leaseholders, other residents, and those in housing need, as well as business owners, including (in all categories) those from the protected groups. A detailed site by site EqIA will be carried out as the vehicle carries out its work, if members agree to the setting up of the vehicle.

The impact on staff is likely to be extremely limited, as the vehicle is only likely to impact on the work of a very small number of staff, who might ultimately be subject to the potential of a transfer to the Haringey Development Vehicle, probably under the terms of the Transfer of Undertakings (Protection of Employment) Regulations

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?
Equalities Profile of Haringey	This data provides gender , age, ethnicity, religion, disability marital status and civil partnership, and sexual orientation information for Haringey based on the 2011 census.
Haringey Council Employment Profile	This data provides gender, age, ethnicity and disability information for current Council staff.

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?
2011 census data http://www.haringey.gov.uk/sites/haringeygovuk/files/130327_key_statistics_analysis_and_fact_sheets.xls	Tenure, ethnicity, sex, disability, age
Joint Strategic Needs Assessment Housing – http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment/other-factors-affecting-health/jsna-housing	Population, tenure, house prices and affordability, homelessness, ethnicity of homeless households
Equalities profile of tenants and leaseholders	This data provides gender, age, ethnicity, religion and disability information for current tenants and leaseholders.
Equalities profile of homeless population	This data provides gender, age, ethnicity and disability information for current homeless acceptances and temporary accommodation

Equalities profile of Haringey	This data provides gender, age, ethnicity, religion, disability, marital status and civil partnership, and sexual orientation information for Haringey based on the 2011 census.
Social Inclusion HaringeyStat :July 2015	Inter alia this data provides data relating to employment based on the above categories
NOMIS Annual Population /Labour Force Survey	Data on employment with regard to age and sex

**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	<p>The development vehicle proposal seeks to enable development to meet future housing need within the borough and should therefore have a positive impact across the protected characteristics</p> <p>The economic and growth aspects of the vehicle are intended to provide jobs, training, facilities and support into employment.</p>	<p>The detail of specific schemes which would fall under the development vehicle is still to be worked out. The impact – positive or negative – of individual schemes will need to be assessed on a site by site basis.</p>	<p>Female lone parents have the highest rate of homeless acceptance of all groups in Haringey indicating a high level of housing need amongst this group.</p> <p>The employment rate for females is lower than males, but unemployment figures for both sexes are similar. This may in part reflect differences in caring responsibilities. The overall unemployment rate is higher than that for females alone.</p>	
Gender Reassignment	As above	As above	Information on gender reassignment is not currently available for our housing need and employment data	
Age	As above	As above	Homeless presentation for the 16-44 age group is high compared to the	

			<p>expected profile from the census and there are a high number of children in TA indicating a high need for investment in new social and affordable housing amongst younger residents.</p> <p>The annual Labour force Survey indicates a slightly lower employment rate for the 50-64 age group at 62% compared to 78% for the 25-49 age group.</p> <p>The confidence interval for data on the 20-24 age group is low and accordingly data is of limited value at present.</p>	
Disability	As above	As above	<p>Homeless acceptances due to mental/ physical disability are high.</p> <p>People with disabilities are under – represented in employment compared to the estimated working age population</p>	
Race & Ethnicity	As above	As above	Black households approach as homeless at a level more than twice	

			<p>their representation in Haringey's population. The Annual Labour Force survey indicates there is a lower rate of employment amongst BME groups compared to White British.</p> <p>Black Caribbean, Black African and Black other groups are over-represented in terms of JSA claims compared to the estimated working age population. White British is under-represented.</p>	
Sexual Orientation	As above	As above	Information on sexual orientation is not currently available for our housing need or employment data	
Religion or Belief (or No Belief)	As above	As above	Information on religion or belief is not currently available for our housing need or employment data	
Pregnancy & Maternity	As above	As above	Information on pregnancy and maternity is not currently available for our housing need or employment data	

Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))	As above	As above	Information on marriage and civil partnership is not currently available for our housing need or employment data	
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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			Extremely small numbers of staff, probably less than five will be affected by the establishment of the vehicle	The development vehicle has minimal impact on staff structures
Gender Reassignment			As above	As above
Age			As above	As above
Disability			As above	As above
Race & Ethnicity			As above	As above
Sexual Orientation			As above	As above
Religion or Belief (or No Belief)			As above	As above
Pregnancy & Maternity			As above	As above
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))			As above	As above

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>The development vehicle proposal seeks to enable development to meet future housing need within the borough and should therefore have a positive impact across the protected characteristics, particularly where high levels of housing need have been identified as with younger age groups, lone female parents and black and minority ethnic households.</p> <p>Similarly, the provision of other benefits through jobs and training, community facilities, and new commercial and retail facilities should have a positive impact across the protected characteristics.</p> <p>The detail of specific schemes which would fall under the development vehicle is still to be worked out. The impact – positive or negative – of individual schemes will need to be assessed on a site by site basis.</p> <p>At present, the decision, if agreed by members, will be to procure the vehicle. It does not at this time establish the vehicle, nor does it allocate particular sites for development at present.</p>	<p>EqlAs to be completed in relation to individual sites as they are brought forward</p>

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
<p>Consultation will be undertaken on a scheme by scheme basis and used to inform EqlAs in relation to individual sites</p>	

Stage 8 - Final impact analysis
<p>Overall, the development vehicle proposal is considered to have a positive impact for disadvantaged and excluded groups, including those with the protected characteristics. However, individual schemes will need to be assessed as they are brought forward for their specific impact on equalities.</p>



Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Dan Hawthorn (Assistant Director for Regeneration)

Date of review

7 October 2015

Review approved by Director / Assistant Director

Date of review

Stage 10 – Publication

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