



Haringey Council

Equality Impact Assessment

Name of Project	Discretionary business rates relief policy	Cabinet meeting date If applicable	15 March 2016
Service area responsible	Finance / Shared Services		
Name of completing officer	Ben Ritchie	Date EqIA created	Sept 2015 – Feb 2016
Approved by Director / Assistant Director	Neville Murton	Date of approval	3 March 2016

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 - Zakir Chaudhry	5.
2. Equalities / HR - Ben Ritchie	6.
3. Legal Advisor (where necessary)	7.
4. Trade union	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.

Local authorities have the **discretionary power** to set out their own policy for offering relief on business rates. The Council can decide on the types of organisation who can apply for relief, the circumstances when relief would be considered and the maximum amount of relief that could be granted. When offering an organisation relief on their business rates, the local council reduces the amount of revenue it will collect locally from business rates. Therefore the Council needs to make sure that any relief offered on business rates is for the benefit of local council taxpayers and residents.

The Council's existing policy on offering discretionary business rates relief dates back to 1990 and exclusively focuses on relief for voluntary and community sector organisations. The existing policy is based around a simple assessment of what type of organisation occupies a building or office in the area. The table below shows the current rate of relief offered to different categories of community organisation. Some types of VCO occupying premises in Haringey benefit more than others from our current discretionary business rates policy; for example religious organisations and theatre groups receive an 80% discount on rates whilst charity gift shops and youth clubs receive the full 100% of relief. Haringey Council currently gives around £620,000 of **extra** discretionary relief every year to around 165 VCOs occupying buildings in the area.

Type of Voluntary and Community Sector Organisation	Total Level of business rate relief Haringey council currently gives
Charity headquarters / offices	80%
Charity gift shops	100%
Ethnic and community centres	80%
Counselling centres	100%
Religious organisations	80%
Schools (private)	80%
Schools (voluntary aided)	100%

Sports clubs/associations	80%
Theatre / Arts	80%
Youth clubs	100%
Not for profit organisations that receive funding from Haringey Council	100%

On the 12th November, the Council launched a 11 week consultation on proposed changes to our discretionary business rates relief policy that looked at modernising relief given to VCOs occupying premises in Haringey, as well as introducing a new relief scheme for some private organisations occupying premises in the borough to support Haringey’s Economic Growth & Development Strategy.

The proposed changes to the Council’s discretionary relief policy are as follows:

1) Business rates relief for occupiers of new or converted office and work space

The proposal is to introduce a new relief scheme that specifically supports growth of B1 class of commercial property usage (general office space, research & development studios, laboratories, high tech and light industry). Occupiers of this new commercial property would be able to claim up to 30% relief on their business rates for three consecutive years.

This proposal aims to support Haringey’s Economic Growth & Development Strategy through targeting the growth of economic sectors where significant demand for additional floorspace in the borough is projected, and which are identified as having the greatest potential to generate local employment growth. This would also support economic regeneration goals through providing an added financial incentive for developers and businesses to invest in new commercial space in regenerated areas. An overall increase in higher value commercial property across the borough will over the medium to long term lead to a more sustainable growth of retained business rates revenue for the Council to spend on local services.

2) Business rates relief for businesses that are temporarily using a space whilst a new development project is being completed

When a new development project gets underway (e.g. the construction or renovation of a building or new public space), there may be opportunities for businesses to **temporarily** use the site whilst it is still lying vacant or during the period that it is being developed. Business initiatives that temporarily use development sites in this way could include ‘pop-up’ market stalls, street food, art exhibitions, performances and events.

The Council is proposing to introduce relief for these types of temporary initiative into our new business rates relief policy. Decisions on whether to give the relief, the amount of relief given, and the length of time the relief is to be applied for would be made on a **case-by-case basis**.

Such initiatives and activities can provide an attractive incentive for people to visit the area whilst construction works are in the pipeline or are already underway. They can help make the area more attractive and appealing for residents during the construction period. The proposal also aims to support the maximum use of the space at all times, rather than a site being unused during development.

3) Updating Haringey's policy for offering business rates relief for Voluntary and Community Sector Organisations (VCOs)

In summary the proposals to our relief policy for VCOs are as follows:

- a) Keep discretionary relief open to a broad range of VCO legal entities (registered charities, not for profit, community interest companies, social enterprises etc)
- b) Reduce the 100% relief the Council currently offers to charity gift shops to 80% – but keep 100% relief for youth centres, voluntary aided schools and counselling centres
- c) shift from currently automatically offering 100% relief to all VCOs that are receiving funding from the Council to making a case by case assessment in the future
- d) Update the categories of VCO that can claim 80% discretionary relief – in addition to the existing categories we are proposing to add employment support and advice, organisations that promote health, wellbeing and a clean local environment, organisations that work with groups of residents who are vulnerable or have additional needs, and children's playgroups
- e) As part of the future application process for discretionary relief, all VCOs will also be asked to outline how their services bring social value and local impact to Haringey's residents. The guidance on social value that accompanies the relief application form explicitly includes 'equity and social inclusion' as well as 'building strong communities' as criteria – it has a strong emphasis on VCOs outlining how they are tackling inequality, creating opportunities for different groups of residents and fostering good community relations

The proposed changes aim to bring Haringey's policy on offering discretionary business rates relief to VCOs up to date, and more in line with other local authorities and London boroughs. The proposal also supports the Council's Voluntary & Community Sector Commissioning Framework's new emphasis on social value and partnership working with VCOs. The aim is to provide a basis for ongoing dialogue between the Council and VCOs on working together on social value outcomes – providing business rates relief is part of the Council's support to VCOs.

This Equality Impact Assessment (EqIA) assesses how the proposed changes to our discretionary relief policy would impact on different groups of business-rate payers and residents in the borough. In Section 6 it puts forward measures that will help minimise any potential adverse impacts identified and promote equality of opportunity and good relations among different groups. **Because the award of discretionary relief under the Council's existing policy is exclusively for some types of VCOs occupying premises in the borough, it is these groups that could potentially be most affected from any proposed change – this EqIA will pay particular attention to this impact.**

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?
EqIA Profile on Harinet	Age, gender, ethnicity, disability information – for the Council and the Borough

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?																									
A) The Council’s Revs & Bens department’s database of all VCOs that currently receive discretionary relief under our existing policy	<p><u>Data analysis on which VCO groups benefit from Haringey’s existing policy on discretionary business rates relief</u></p> <p>Haringey Council currently gives around £613,000 of extra discretionary relief every year to around 164 VCOs occupying buildings in the area. The data shows that some types of VCO occupying premises in Haringey benefit more than others from our current discretionary business rates policy.</p> <table border="1"> <thead> <tr> <th>Type of Organisation</th> <th>Protected groups that these work with</th> <th>Number of VCOs receiving some form of <u>discretionary</u> relief in 2015/16</th> <th>Total amount of <u>discretionary</u> relief given to this type of organisation in 2015/16</th> <th>Average amount of <u>discretionary</u> relief given per organisation for each category</th> </tr> </thead> <tbody> <tr> <td>Charity headquarters / offices</td> <td>All</td> <td>7</td> <td>£14,335</td> <td>£2047</td> </tr> <tr> <td>Charity gift shops</td> <td>All</td> <td>27</td> <td>£88,450</td> <td>£3275</td> </tr> <tr> <td>Ethnic and community centres</td> <td>Ethnic/race</td> <td>24</td> <td>£71,161</td> <td>£2965</td> </tr> <tr> <td>Counselling centres</td> <td>All</td> <td>4</td> <td>£6588</td> <td>£1647</td> </tr> </tbody> </table>	Type of Organisation	Protected groups that these work with	Number of VCOs receiving some form of <u>discretionary</u> relief in 2015/16	Total amount of <u>discretionary</u> relief given to this type of organisation in 2015/16	Average amount of <u>discretionary</u> relief given per organisation for each category	Charity headquarters / offices	All	7	£14,335	£2047	Charity gift shops	All	27	£88,450	£3275	Ethnic and community centres	Ethnic/race	24	£71,161	£2965	Counselling centres	All	4	£6588	£1647
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Religious organisations	Religious	1	£58	£58
Schools (non-voluntary aided)	Age (children)	0	£0	£0
Schools (voluntary aided)	Age (children)	20	£185,096	£9254
Sports clubs/associations	All	10	£25,356	£2535
Theatre / Arts	All	19	£84,000	£4421
Youth clubs	Age (young)	5	£2731	£546
Information, Advice and Guidance Services	All	9	£25,832	£2870
Services for special education needs and disabilities	Disabilities	6	£4814	£802
Children's play groups	Age (children)	4	£16,142	£4035
Employment and skills organisations	All	13	£59,400	£4569
Health and wellbeing organisations	All	4	£4799	£1199
Miscellaneous		6	£20,001	£3333
TOTAL		164	£616,333	AVERAGE - £3758

The data confirms that it is organisations operating as schools (voluntary aided), charity gift shops, theatre and arts groups, and ethnic and community centres that are currently benefiting most from Haringey's existing discretionary relief policy.

How would the proposed policy changes for VCO discretionary relief affect this?

Listed below are the proposed changes for how discretionary relief is awarded to VCOs – the data analysis above is used to assess the potential impact of each of the proposed changes when measured against which groups currently benefit under our existing policy.

a) Keep discretionary relief open to a broad range of VCO legal entities (registered charities, not for profit, community interest companies, social enterprises etc) – *No change*

b) Withdraw the 100% relief the Council currently offers to charity gift shops – but keep 100% relief for youth centres, voluntary aided schools and counselling centres

Impact: charity gift shops that occupy premises in Haringey would no longer be able to claim the extra 20% discretionary relief on business rates that they currently can under the existing policy. This would affect around 27 charity gift shops, many of which are run by national charities, including 6 Cancer Research UK shops, 4 North London Hospice Shops, 5 Oxfam shops, 2 Marie Curie Cancer Care shops, 1 Barnardos, 1 RSPCA shop, 1 British Heart Foundation shop etc. The proposed withdrawal of discretionary relief for charity gift shops will on average cost each of those 27 charity gift shops affected around £3275 per annum through them having from 2016/17 onwards to now pay 20% of the business rates due on the premises they occupy (they will still get 80% relief on their business rates)

Youth centres, voluntary aided schools and counselling centres occupying premises in the borough would continue to receive the maximum level of relief from the Council's discretionary business rates relief policy. This will continue to provide the maximum financial support through rates relief to organisations that are working with children and young people in the borough.

c) shift from currently automatically offering 100% relief to all VCOs that are receiving funding from the Council to making a case by case assessment in the future

Impact: There are 42 premises occupied by 35 different VCOs that are receiving an additional 20% discretionary relief (bring relief up to 100%) because they are also funded by the Council. Out of these organisations, 10 of them are operating as ethnic and community centres, 4 are charity HQ offices, 3 are arts groups, 10 are advice and support groups, 3 are services that work with those with disabilities, 4 are children's playgroups and 1 is a leisure centre. They work with a wide range of residents, with some services targeted specifically at those with protected characteristics such as those with disabilities, women, ethnic groups (Turkish, Irish, Chinese, Greek Cypriot, Turkish Cypriot), young people and children.

These organisations that are currently funded by the Council and receiving 100% relief will be asked to reapply under the updated relief scheme. However, as a transitional measure, so long as they can evidence that they are still being funded by the Council, bring social value to residents, and can describe how they will be using the additional relief to directly support the activity or initiative that the Council's funding is intended for, then they will continue to receive the full 100% relief up until their existing funding arrangement expires. Those that cannot or whose funding has expired, will be treated the same as other organisations under the discretionary relief policy (i.e. they are likely to receive 80% relief).

	<p>d) Update the categories of VCO that can claim 80% discretionary relief – in addition to the existing categories we are proposing to add employment support and advice, organisations that promote health, wellbeing and a clean local environment, organisations that work with groups of residents who are vulnerable or have additional needs, and children’s playgroups</p> <p>Impact: Already there are a number of VCOs that fit into the new proposed categories that are benefiting from the existing discretionary relief policy (this is usually because they are being funded by the Council and are therefore eligible to claim up to 100%). The proposed changes to formally recognise these extra categories of VCO in the new policy will ensure that these types of VCO are treated more consistently and transparently.</p> <p>e) As part of the future application process for discretionary relief, VCOs will also be asked to outline how their services bring social value and local impact to Haringey’s residents</p> <p>Impact: this new part of the application process will affect all VCOs that apply for discretionary relief. It is anticipated that all VCOs should be capable of demonstrating their social value and completing this new section of the form, which is not intended to be an onerous administrative task or one that will have the effect of excluding VCOs from applying for relief. Outlining social value to the Council as part of the new application process for rates relief may bring benefits to those VCOs, as it is intended to act as a basis for ongoing discussion over opportunities to work together in the futures.</p> <p>The guidance on social value that accompanies the relief application form explicitly includes ‘equity and social inclusion’ as well as ‘building strong communities’ as criteria – it has a strong emphasis on VCOs outlining how they are tackling inequality, creating opportunities for different groups of residents and fostering good community relations.</p>
<p>B) Projections for employment growth</p>	<p>The proposals over introducing a new discretionary relief scheme for occupiers of new and converted commercial build for B1 Class usage, aims to support job creation and employment diversity in the borough. This should bring new employment opportunities for residents.</p> <p>There would also be benefits through creating stronger links between Haringey based education and skills institutions to the economic sectors that the new relief policy is targeted at (including technology, creative industries and high value light manufacturing) – this has the potential to benefit younger people who are being educated and trained in the borough in particular, and groups where there are known inequalities or imbalances in access to certain career pathways (can include women, Black and Minority Ethnic, those with special educational needs and disabilities – see table row below on employment imbalances).</p>

Class B1 usage (general office and work space) of commercial property has a significantly higher jobs density per square metre than classes B2 (industrial) and B8 (warehousing). The Homes & Community Agency estimates that on average there is:

- 1 full time job for every 12sqm of B1a general office space, and for every 10sqm of B1a office space in business parks and work-stations
- In contrast the HCA estimates that there is 1 full time job for every 36sqm of B2 industrial space, and 80sqm of B8 warehousing space

Therefore an expansion of occupied B1 commercial property land is projected to lead to a 200% higher density of jobs than an equivalent expansion of B2 land, and a 567% higher density than the equivalent expansion of B8 land.

The Haringey Employment Land Study¹ identified potential B class employment growth of between 3070 and 9730 full-time jobs from 2011-2031, but that this growth would be spread unevenly among B1 (offices), B2 (industry) and B8 (warehouse/storage) sectors.

- All three scenarios considered by the study anticipated **employment growth in Haringey would be mainly concentrated in the B1a/b sectors (offices and research studios), ranging from a demand for 4060 -8540 additional full-time jobs by 2031**
- In contrast, all three scenarios anticipated that there would be a decline in demand for jobs in the B2 sector (industrial), ranging from 250 to 420 fewer full-time jobs by 2031. Two of the scenarios anticipated a gradual decline in jobs in the B8 sector (warehouse/storage), and the study concluded that a lack of suitable sites in the borough for new warehouse development makes any growth for this sector unsuitable and unlikely.

The Council's land use planning policy aims to convert the projected employment growth trends above into matching additional floorspace and land requirements, enabling the capacity for the borough to realise its full jobs growth potential.

The indicative additional requirement for B1a/b floorspace over the period 2011-2031 is projected to range between an additional 48,000 – 102,600sqm. Securing the additional B1 floorspace could come from:

- Safeguarding existing B1 office floorspace where possible
- Re-using or converting B2/B8 land for future B1 purposes
- New development of B1 commercial property sites

The proposed introduction of a discretionary business rates policy targeted at the B1 class would complement and help reinforce land use

¹ <http://www.haringey.gov.uk/housing-and-planning/planning/planning-policy/local-development-framework-ldf/local-plan-evidence-base>

planning policy targeted at expanding floorspace for the B1 class. It would provide an additional incentive for businesses to occupy B1 commercial property eligible for the discretionary business rates discount. This should increase the market confidence of B1 landowners and developers, or those considering converting B2/B8 land into B1, that they will find occupiers to purchase or rent their office/work space.

At the same time, a discretionary business rates policy targeted at B1 would directly support the businesses occupying the premises themselves, with the aim to maximise their job and growth potential in line with the Council’s Economic Growth Strategy. To receive discretionary relief it would be conditional for an occupying business to engage with the Council’s Economic Development team.

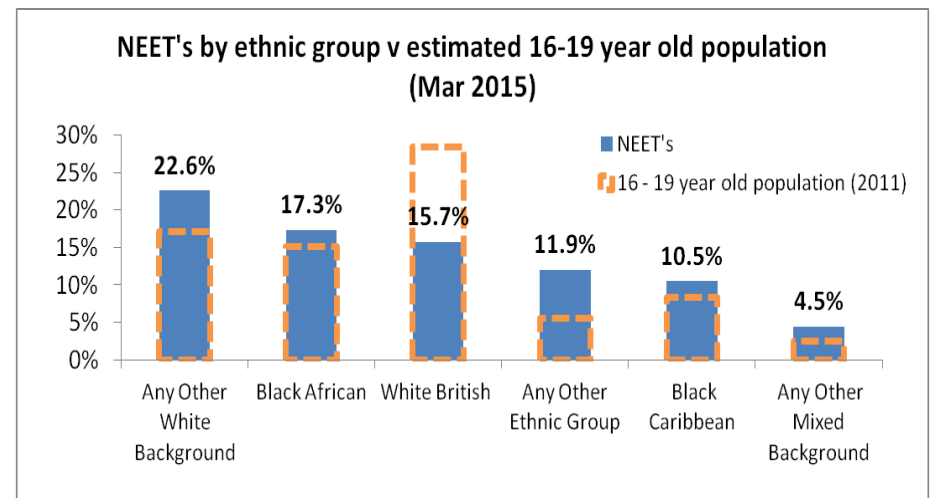
C) Imbalances into employment and career pathways between different groups of young people

In the period April-June 2015, across London there were 106,000 young people (16-24 year olds) who were ‘Not in Education, Employment and Training’ (NEETs). There is a gender imbalance; more young women are NEET than men

- NEETs make up 10.8% of all 16-24 year olds in London.
- Those who are categorised as ‘NEET’ include both the unemployed (JSA claimants who are not students) and those who are economically inactive (not in work or training, but not claiming JSA).

After completing compulsory education, we know that some groups of young people in the borough are more likely to become ‘not in education, employment and training’ (NEETs) than others

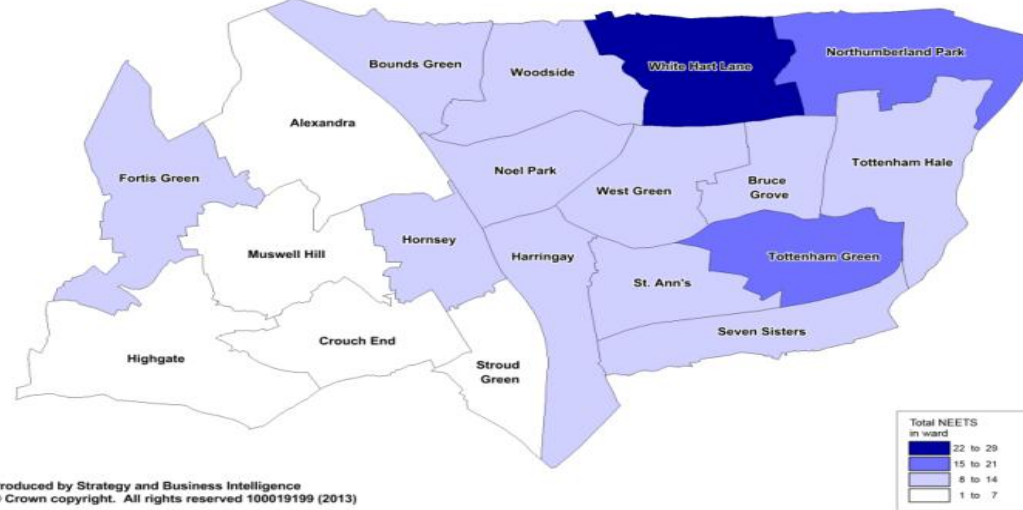
- There are disparities in the percentage of NEETS between different ethnic groups. Young people from White British ethnic backgrounds as a whole are less likely to become a NEET than those from other ethnic backgrounds.



➤ **There are geographical disparities in the percentage of NEETS – with a clear East-West divide in Haringey.**

Total NEETS (June 2013)

Young people academic age year 12-14, who have completed compulsory education and are not in any form of employment, education or training.



The Department of Education's Longitudinal Study of Young People in England gives some more detailed information on characteristics of young people who were NEET and aged 19 in 2010

- Young people who have achieved five or more GCSEs grade A-C are less likely to be NEET than those who have not.
- Those eligible for free school meals are more likely to be NEET than those not eligible.
- Those who have been excluded or suspended from school are more likely to be NEET than those who have not.
- Those with their own child are more likely to be NEET than those without.
- Those who have a disability are more likely to be NEET than those who do not.

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	Yes		Women - The proposals to introduce a new discretionary relief scheme for occupiers of new and converted commercial build for B1 Class usage, should help create stronger links between Haringey based education and skills institutions to the economic sectors that the new relief policy is targetted at (including technology, creative industries and high value light manufacturing) – this has the potential to benefit women who are being educated and trained in the borough in particular, through helping to address known gender inequalities and imbalances in access to some career pathways (see section 4c above)	
Gender Reassignment	Yes		Helping the growth of new economic sectors in the area should provide employment opportunities for all	
Age	Yes		Young people - VCOs that work to provide young people with employment support and skills will be for the first time formally incorporated into the proposed new business rates relief policy. Youth clubs, voluntary aided schools and counselling centres will also continue to receive up to 100% relief under the proposals, with young people their primary service users. The proposals to introduce a new discretionary relief scheme for occupiers of new and converted commercial build for B1 Class usage, should help create stronger links between Haringey based education and skills institutions to the economic sectors that the new relief policy is targetted at (including technology, creative industries and high value light manufacturing) – this has the potential to benefit younger people who are being educated and	

			trained in the borough in particular.	
Disability	Yes		<p>VCOs that work with those with special education needs and disabilities will be for the first time formally incorporated into the proposed new business rates relief policy, through a new criteria that offers 80% relief on those organisations that work with those groups that have additional needs</p> <p>The proposals to introduce a new discretionary relief scheme targetted at attracting investment in new and converted commercial build for B1 Class usage, should help create new job opportunities and stronger links between Haringey based education and skills institutions to the economic sectors that the new relief policy is targetted at (including technology, creative industries and high value light manufacturing) – this has the potential to benefit groups (which can include with those with a disability) where there are known inequalities or imbalances in access to certain career pathways</p>	
Race & Ethnicity	Yes		<p>There are currently 10 ethnic and community centres that are benefiting from the extra 20% relief on business rates because they are funded by the Council.</p> <p>As a transitional measure, so long as they can evidence that they are still being funded by the Council, bring social value to residents, and can describe how they will be using the additional relief to directly support the activity or initiative that the Council’s funding is intended for, then they will continue to receive the full 100% relief up until their existing funding arrangement expires.</p> <p>The proposals to introduce a new discretionary relief scheme targetted at attracting investment in new and converted commercial build for B1 Class usage, should help create new job opportunities and stronger links between Haringey based education and skills institutions to the economic sectors that the</p>	

			new relief policy is targetted at (including technology, creative industries and high value light manufacturing) – this has the potential to benefit groups (which can include those from BME backgrounds) where there are known inequalities or imbalances in access to certain career pathways.	
Sexual Orientation	Yes		Helping the growth of new economic sectors in the area should provide employment opportunities for all	
Religion or Belief (or No Belief)	Yes		Schools that are voluntary aided (many of which involve a religious body on the school governing board), will continue to receive 100% relief on their business rates. This provides financial support to 20 faith schools in the borough. Helping the growth of new economic sectors in the area should provide employment opportunities for all	
Pregnancy & Maternity	Yes		Children’s playgroups will for the first time be formally recognised in our business rates relief policy, through a new criteria that offers 80% relief. Helping the growth of new economic sectors in the area should provide employment opportunities for all	
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))	Yes		Helping the growth of new economic sectors in the area should provide employment opportunities for all	

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
The initial impact analysis has identified the potential for the proposed introduction of a relief scheme for B1 occupiers of new and converted commercial buildings to support the growth of employment and skills	<ul style="list-style-type: none"> • Integrate the new business rates relief policy into the Council’s wider Economic Growth and Development Offer, to maximise how relief lends support to targeting job creation opportunities locally for all residents. • In the new policy, insert a clear expectation that an occupier receiving discretionary relief on their business rates would engage with Haringey Council on helping to support social value and corporate

opportunities for all residents, and particularly young people in the borough.	priorities. An initial meeting will be arranged between Haringey Council officers and the occupier to discuss how both parties can work together going forwards to bring social value for local residents - – this could for example entail forging stronger links with local education and training institutions to the economic sector, and addressing known inequalities/imbances in access to career pathways (see section 4c).
Monitoring and oversight	<ul style="list-style-type: none"> • A review will be undertaken in 2017-18 to assess which organisations are now receiving business rates relief under the proposed new policy arrangements. The review’s insight should be enhanced by collecting information on social value as part of the new application process for business rates relief.

Stage 7 - Consultation and follow up data from actions set above

Data Source (include link where published)	What does this data include?
On 12 th November 2015 the Council launched an 11 week consultation with residents, businesses and the voluntary and community sector on proposed changes to its discretionary business rates relief policy. The consultation closed on 28 th January 2016.	<p>Overall there was strong support for the proposals and rationale put forward in the consultation.</p> <p>A full report into the consultation and the Council’s response has been written.</p>
The consultation revealed a high level of support for offering relief to support the set-up of temporary meanwhile initiatives. Some respondents did however highlight the need to ensure meanwhile initiatives are suitable for the area, create opportunities for smaller traders and abide by high maintenance standards.	The proposed new relief policy is to assess offering relief to meanwhile initiatives on a case by case basis, recognising that every site and area will be different. We propose to include a set of guiding principles to help officers with reaching decisions, that aim to ensure the potential impact of the meanwhile initiative is properly accounted for. This includes ensuring that the meanwhile initiative is accessible and open to all groups of residents to enjoy, plus does not impact negatively on groups living in the immediate vicinity of the initiative.

Stage 8 - Final impact analysis

This Equality Impact Assessment has found that the proposed new business rates relief policy should bring an overall positive impact for different groups of Haringey residents, and that the consultation revealed widespread support for the proposed changes:

- The proposals to introduce a new discretionary relief scheme targetted at attracting investment in new and converted commercial build for B1 Class usage, should help create new job opportunities and stronger links between Haringey based education and skills institutions to the economic sectors that the new relief policy is targetted at (including technology, creative industries and high value light manufacturing) – this has the potential to benefit younger people who are being educated and trained in the borough in particular, and groups where there are known inequalities or imbalances in access to certain career pathways (can include women, BME, those with special educational needs and disabilities).

To reinforce this, there will be a clear expectation that an occupier receiving discretionary relief on their business rates would engage with Haringey Council on helping to support social value and corporate priorities

- Using relief on business rates to support the establishment of meanwhile initiatives should help make areas in the borough more vibrant for residents.

There is an expectation built into the policy's guidance for offering relief to meanwhile initiatives, that they are public facing, support wider economic regeneration goals, provide opportunities for local traders, and ensure that they comply with planning and maintenance standards. This includes ensuring that the meanwhile initiative is accessible and open to all groups of residents to enjoy, plus does not impact negatively on groups living in the immediate vicinity of the initiative.

- Through asking VCOs to outline social value as part of the new application process for rates relief, this is intended to act as a basis for ongoing discussion over opportunities to for VCOs and the Council to work together in the future. We have put in place measures to ensure providing information on social value is not an onerous or excessive task for VCOs applying for rates relief under the new policy. The guidance on social value that accompanies the relief application form explicitly includes 'equity and social inclusion' as well as 'building strong communities' as criteria – it has a strong emphasis on VCOs outlining how they are tackling inequality, creating opportunities for different groups of residents and fostering good community relations.

The updates to the categories of VCO that can apply for 80% discretionary relief also should lead to a policy that is more inclusive of VCOs that are working with different groups of Haringey residents, now formally capturing children's playgroups, organisations that promote health, wellbeing and a clean local environment, employment and skills support organisations, and organisations that work with groups that are vulnerable and have additional needs.

- The shift to a case by case assessment over offering 100% relief to VCOs that are funded by the Council will mean that in the future not all funded VCOs may receive the full 100% relief. They will instead be assessed on social value and whether they intend to use the additional relief to directly support the activity or initiative that the Council is funding them to provide/deliver. There are 35 organisations that currently benefit from the criterion of automatically offering 100% relief to VCOs funded by the Council, and this includes VCOs that provide services targetted specifically at those with protected characteristics such as those with disabilities, women, ethnic

groups (Turkish, Irish, Chinese, Greek Cypriot, Turkish Cypriot), young people and children. We have introduced a transitional measure to ensure that these 35 organisations can continue to receive 100% relief up until the point that their current funding expires, so long as they can demonstrate social value and outline how the additional relief directly supports the activity or initiative that the Council is funding them to deliver.

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Date of review

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.