

HARINGEY COUNCIL

Equalities Impact Assessment (EIA) Programme

2007/08

Progress Report

July 2008

Directorate: Chief Executive's

EIA TOPIC	WHEN AND BY WHOM WAS THE ASSESSMENT COMPLETED?	HOW WAS THE ASSESSMENT CARRIED OUT?	WHAT WERE THE KEY FINDINGS?	WHAT IMPROVEMENT ACTIONS HAVE BEEN IMPLEMENTED OR PLANNED FOR?
Haringey Grants Aid Standard	<p>May 2007 by Inno Amadi (Equality & Diversity Team) and Stephanie Rowland (Voluntary Sector Team)</p>	<p>Analysis of current profile of grant aid applicants and recipients</p> <p>Application of the EIA Form;</p> <p>Consultation through the Compact Group</p>	<p>The key findings were possible disparities between communities in obtaining grant aid, contracts from the Council. The possible reasons include: Limited knowledge of how the grant system works and the skill in making applications; inadequate management capacity and financial management know-how</p>	<p>1. Draft Standard was amended to include provision for Positive targeting of groups who have experienced limited success in accessing funding and those who may be hard-to-reach, for example, those new to Haringey.</p> <p>This included a training programme aiming to skill up BME and small community organisations about how the grant system works and how to manage their affairs and comply with funding conditions</p>
Youth Offending Service: Unit	February 2008	Analysis of current workforce profile.	Conclusion The restructuring will	The team will be implementing from

restructuring	Laris Bucknor-Fisher	Application of EIA form for organisational change. Consultation with staff.	produce no negative impact on any existing equalities categories within the Team. With the Council-wide introduction of a new equal opportunities monitoring form which covers religion and sexuality, future staff profile of the team will include religion and sexuality.	2008/9, the Council's new equalities monitoring form which now has provision for data collection on religion and sexuality.
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Directorate: Adult, Culture and Community Services (ACCS)

EIA TOPIC	WHEN AND BY WHOM WAS THE ASSESSMENT COMPLETED?	HOW WAS THE ASSESSMENT CARRIED OUT?	WHAT WERE THE KEY FINDINGS?	WHAT IMPROVEMENT ACTIONS HAVE BEEN IMPLEMENTED OR PLANNED FOR?
Case recording Policy	Carmel Keeley Jan 08	It was carried out with the Equalities Officer and the head of consultation and the ACCS Equalities Board	That the recording and use of equalities monitoring information in case recording could be further improved	The service will ensure that equalities monitoring will be a key element of case recording.

			across the directorate	
Sports and Leisure Pricing Policy	Andrea Keeble Dec 07	It was carried out with the Equalities Officer and the ACCS Equalities Board	Elderly people had asked when consulted for free access to sports and leisure facilities. It was also seen as important to try to change the pricing policy to give more concessions to the residents on low incomes and benefits	It has been decided to continue free access for elderly people whilst changing the policy to encourage residents and families on low incomes and benefits
Adult Protection	Olive Komba-Kono March 08	It was carried out with Equalities Officers and the ACCS Equalities Board in consultation with Adults Services, Service Users and non service users	The need to get more information about Adult Protection in community languages; the need to do more outreach work on Adult Protection to specific communities	Agreed that information about Adult Protection should be available in community languages and more outreach work on Adult Protection to specific communities to be carried out.
Markfield Park Review	Jan Wilson Nov 07	It was carried out with Equalities Officers and the ACCS Equalities Board, local community groups, area assembly and the Charadi community	Specific services needed to accommodate religious observance and encourage park use.	Refreshment kiosk now offers Kosher products. Activities now offered on Sundays in addition to Saturdays. Parks Policing changed to enable a continuous presence.
Homecare Restructure	Eva Darlow March 08	It was carried out with	The service needs to	Agreed.

		Equalities Officer	ensure that Equal Opportunities principles are incorporated in the restructure	
Primary Care Strategy	Michelle Daniels Nov 07	It was carried out with Equalities Officers and the TPCT	Each super health centre (SHC) should be developed based on a clear understanding of the health needs and equalities issues of the population it serves using the health equity audit approach. Also to monitor non attendance across age, ethnicity, gender, and to include qualitative information from focus groups and patient surveys. All members of an SHC should undergo equalities team training.	It was agreed to monitor non attendance rates across age, ethnicity and gender, and to include qualitative information from focus groups and patient surveys. All members of an SHC to undergo equalities team training.
Research Governance Framework (RGF) for Social Care	Carmel Keeley February 08	It was carried out with the Equalities Officer.	Until RGF is implemented no systematic process exists for: <ul style="list-style-type: none"> • evaluating proposals according to ethical 	RGF will provide ACCS with better quality information about all the equality strands and the ability to feed into service planning

			<p>and equalities standards</p> <ul style="list-style-type: none"> • the evaluation of completed pieces of research against equalities standards • identification of gaps in knowledge of particular health and social care issues or communities or groups across the spectrum of equalities strands • evaluating research in terms of the Council's EOP 	<p>and delivery. Service users will benefit from:</p> <ul style="list-style-type: none"> • more consistent and more equitable treatment as research subjects; • from better safeguarding from risk • greater involvement in the research governance process
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Directorate: Children and Young People

EIA TOPIC	WHEN AND BY WHOM WAS THE ASSESSMENT COMPLETED?	HOW WAS THE ASSESSMENT CARRIED OUT?	WHAT WERE THE KEY FINDINGS?	WHAT IMPROVEMENT ACTIONS HAVE BEEN IMPLEMENTED OR PLANNED FOR?
14-19 work based vocational provision	Sean May March 2006	Data Analysis of people accessing vocational training.	To ensure stereotyping of vocational roles and employment does not occur. Access to courses and provision for young people will need to be clearly defined, in protocols, in terms of choice and need.	Working with key partners in order to provide appropriate vocational provision. Subject the strategy to regular equality reviews with key partners
Children and Young People's Plan 2006-09	Natasha Rego March 2006	- In- depth needs analysis - Consultation events - Analysis of APA findings and recommendations.	Consultation identified some specific groups whose needs should be taken to account, e.g. Children and Young people with disabilities, additional needs, children in care.	More consultation with lesbian, gay, bisexual, transgender groups. Plan to be made available in different languages.
Children's Fund - Voice Theme	Jay Manyande May 2006	Incomplete Assessment		To be carried forward to 2008/09
Play Strategy	Jay Manyande June 2006	Analysis of Haringey Health Report; Consultation	Barriers to play services identified for Turkish, Kurdish, Somali, Asian, Orthodox Jewish children.	Prioritise projects/actions to meet the gaps e.g targeted at girls, disabled children and specific ethnic groups.

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			<p>Mainstream services used more by boys than girls.</p> <p>Only half the registered disabled children in the borough are accessing holiday provision.</p>	<p>Continued consultation with LGBT groups as their needs were not picked up on.</p>
Supporting Teenage Parents project	Sue Shaw September 2006	Data analysis of people accessing services for teenage parents	<p>Fathers not accessing the 'Stepping up' service.</p> <p>Need for improved information on access to services for asylum seekers and refugees.</p> <p>Need for improved monitoring information on conception rates by ethnicity or disability.</p>	<p>Improve existing equalities data sharing and collection in order to target services where there is greatest need.</p>
The Ethnic Minority Achievement review	Jan Mottram March 2006	Work with school leadership teams to assess the effectiveness of provision.	No significant issues identified.	<p>Ensure race equality plans are part of Service Improvement Plans, outlining specific strategies undertaken to raise achievement of</p>

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				BME groups.

Directorate: Urban Environment

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Affordable Housing	Sule Nisancioglu	Analysis of data, consultation.	There are some communities who may face barriers to accessing affordable housing: - young people/first time buyers - key-workers - those groups living in unsuitable housing - homeless households - potential households wishing to move from their current residence.	- Equal Opportunities Awareness training for Housing Managers - Improve consultation and communication methods and involve and engage communities and specific target groups
Core Strategy	Hyder Consulting July 2007	Initial/Partial EIA: Analysis of local demographics and	Insufficient data available to conclude whether there will be	Core strategy to undergo a full EIA in 2008 when more data may be available.

		consultation with specific community groups.	adverse / negative / positive or differential impacts.	
Lettings Policy	Nigel Long 28 th September 2006	Through analysis of Housing register and consultation.	<ul style="list-style-type: none"> - The points scheme is not directly discriminatory and all points allocated are done on a justified priority need approach. - We found inadequate information on access to services. Therefore further analysis should be carried out. 	<p>Monitoring Access to service The areas requiring new or improved monitoring around gender, ethnicity and disability are:</p> <ul style="list-style-type: none"> - household size. - reason for points allocation and subsequent lettings. - waiting time <p>Adapted homes would be reported on twice a year to ensure they meet the needs of disabled people.</p> <p>2) Changes to the Policy We have:</p> <ul style="list-style-type: none"> - develop a large new build housing programme which includes working with specialist BME providers like Ujima, CARA and specialist care providers. - Introduced equality proof procedures for points allocation

				<p>- brought in a procedure for better handling of complaints and appeals</p> <p>3) Training We will be providing equalities and diversity training to staff doing points allocation.</p> <p>4) Contracting and procurement We will make RSLs aware of their equal opportunities responsibilities.</p> <p>5) Consultation We will continue to consult with community groups on ways to improve further in terms of equalities outcomes</p>
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