

## EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘due regard’ to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for 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.

### Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

### Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council’s commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council’s Equality Impact Assessment Guidance before beginning the EqIA process.

#### 1. Responsibility for the Equality Impact Assessment

Name of proposal	Social and Economic Business Plan
Service area	Regeneration
Officer completing assessment	Helen McDonough
Equalities/ HR Advisor	Paul Green/Ashley Hibben
Cabinet meeting date (if applicable)	3 <sup>rd</sup> July 2017
Director/Assistant Director	Helen Fisher

## 2. Summary of the proposal

*Please outline in no more than 3 paragraphs*

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

This EqIA refers to the Social and Economic Business Plan (SEBP) of the proposed Haringey Development Vehicle. HDV is making a 20 year commitment to improving the Borough and the lives of its people. This is a unique opportunity to form a long term strategic partnership between Lendlease and the London Borough of Haringey, to form a new organisation with a shared vision and strategic aims which builds on the different strengths and expertise of each partner to maximise impact. The 20 year work programme brings together place-shaping, community engagement, targeted programmes, social investment and wider contributions into a coherent strategy for long term change, working across generations, which aligns with and complements the Borough's broader aims and service provision.

HDV will contribute to achieving this ambitious vision and to the specific aims of the Strategic Regeneration Framework for Tottenham, particularly within Northumberland Park, whilst recognising the scale of the challenge this involves. For this reason, opportunity pathways created by HDV in education, jobs and health are likely to be prioritised within the east of the Borough, with a focus on changing outcomes for young people and where the concentration of disadvantage is most acute.

HDV will work towards an agreed set of socio-economic outcomes, grouped under the following four impact themes:

- Better Prospects: Enabling education, training and employment
- Healthy Lives: Empowering people to improve their own health
- Community Pride: Creating homes and neighbourhoods where people can thrive
- Clean and Safe: Creating a safer environment where people are proud to live, work and visit.

This overarching outcomes framework aligns with and complements the priorities set out in the Council's Corporate Plan (2015-2018) and its successor (Borough Plan, to be agreed in Summer 2018). The success of HDV will be judged by its positive contributions to these long term social and economic outcomes, as well as by the physical transformation within the Borough.

**3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?**

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Census 2011 Gov.uk Haringey STEM Commission Report Data.london.gov.uk Haringey JSNA Active People Survey 2016 Haringey Housing Strategy EqIA 2016 Mayor's Office, Police and Crime MOPAC	N/A
Gender Reassignment	Hate Crime Offences, Home Office	N/A
Age	Census 2011 Haringey Housing Strategy EqIA 2016 Mayor's Office, Police and Crime MOPAC	N/A
Disability	Department of Work and Pensions (ESA and DLA claimants) Haringey 2015 Suicide audit Haringey Housing Strategy EqIA 2016 Hate Crime Offences, Home Office	N/A
Race & Ethnicity	Census 2011 Indices of Multiple Deprivation 2015 Data.london.gov.uk National Child Weight Measurement Programme 2015/16 Active People Survey 2016 Haringey Housing Strategy EqIA 2016	N/A

	Hate Crime Offences, Home Office	
Sexual Orientation	Hate Crime Offences, Home Office	N/A
Religion or Belief (or No Belief)	Census 2011 Hate Crime Offences, Home Office	N/A
Pregnancy & Maternity	N/A	N/A
Marriage and Civil Partnership	N/A	N/A

***Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?***

*Explain how you will overcome this within the proposal.*

*Further information on how to do data analysis can be found in the guidance.*

Below are the demographics and inequalities faced by different protected characteristics. Initial analysis of this data informed development of the four social impact themes that will guide the contribution of HDV to improving social and economic outcomes for Haringey residents. The themes are:

- A) Better Prospects
- B) Healthy Lives
- C) Community Pride
- D) Clean and Safe

The SEBP outlines the strategic outcomes, principles and initial programmes for improving these outcomes over the lifetime of the HDV partnership, helping to reduce inequalities faced by many residents. The Council would not have as many resources to tackle these issues if they opted for another delivery vehicle as opposed to the HDV. Individual EqlAs have been undertaken for different business cases that are going to the HDV and this is how ward level inequalities will be addressed.

## **1. Demographics**

### **A) Sex<sup>1</sup>**

	Female	Male
Haringey	50.5%	49.5%
London	50.9%	49.1%
England	50.8%	49.2%

As in common with national and regional trends, there are slightly more females than males in Haringey.

<sup>1</sup> Census 2011

	Female headed lone parent families	Male headed lone parent families
Haringey	93.8%	7.3%
London	92.5%	7.5%
England	90.3%	9.7%

Haringey has a higher proportion of female headed lone parent families compared to London and England. They are more likely to experience inequalities, such as access to employment opportunities.

### B) Gender reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK<sup>2</sup>. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans\* in order to represent the spectrum of transgender and gender variance.

### C) Age<sup>3</sup>

Population Statistics								
	Haringey (popn.)		Haringey (%)		London (%)		England and Wales (%)	
	2001	2011	2001	2011	2001	2011	2001	2011
All ages	216,511	254,900	216,511	254,900	7,172,091	8,173,900	52,041,916	56,075,900
0- 4	14,734	18,100	6.8	7.1	6.7	7.2	5.9	6.2
5- 9	13,680	15,800	6.3	6.2	6.3	5.9	6.4	5.6
10- 14	13,634	15,200	6.3	6.0	6.1	5.6	6.6	5.8
15- 19	12,974	14,300	6.0	5.6	5.8	5.8	6.2	6.3
20- 24	18,313	18,800	8.5	7.4	7.4	7.7	6.0	6.8
25- 29	23,263	28,100	10.7	11.0	9.7	10.2	6.6	6.8
30- 34	23,066	28,500	10.7	11.2	9.7	9.7	7.7	6.6
35- 39	21,121	22,700	9.8	8.9	8.8	8.1	7.9	6.7
40- 44	15,575	20,100	7.2	7.9	7.1	7.5	7.0	7.3
45- 49	11,856	17,700	5.5	6.9	5.8	6.8	6.3	7.3
50- 54	10,846	13,400	5.0	5.3	5.7	5.6	6.9	6.4
55- 59	8,453	10,600	3.9	4.2	4.5	4.5	5.7	5.7
60- 64	7,817	9,200	3.6	3.6	3.9	4.2	4.9	6.0
65- 69	6,805	6,700	3.1	2.6	3.5	3.1	4.4	4.8
70- 74	5,171	5,900	2.4	2.3	3.1	2.6	4.0	3.9
75- 79	4,041	4,500	1.9	1.8	2.6	2.2	3.4	3.2
80- 84	2,656	2,900	1.2	1.1	1.7	1.6	2.3	2.4
85- 89	1,645	1,600	0.8	0.6	1.1	1.0	1.3	1.5
90+	861	800	0.4	0.3	0.5	0.5	0.6	0.8

The proportion of the population aged 25-39 in Haringey is significantly higher than London (31.1% vs. 28.1%). Haringey's younger population has a similar age profile to London, with 24.9% of Haringey residents aged less than 20 years (compared with 24.5% in London). Those aged 20 – 64 make up 66.3% of the total population. The

<sup>2</sup> <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

<sup>3</sup> Census 2011

population of residents aged 65 and over in Haringey is 8.8%, much lower than 11.1% of residents in London. Therefore inequalities in the borough are likely to exist amongst younger people.

#### Age profile Haringey by ward

Ward	All ages	0-19	%	20-64	%	65+	%
Alexandra	11795	3048	25.8%	7575	64.2%	1172	9.9%
Bounds Green	13725	3115	22.7%	9341	68.1%	1269	9.2%
Bruce Grove	14483	4086	28.2%	9183	63.4%	1214	8.4%
Crouch End	12395	2274	18.3%	9013	72.7%	1108	8.9%
Fortis Green	12488	3151	25.2%	7965	63.8%	1372	11.0%
Harringay	13272	2363	17.8%	9909	74.7%	1000	7.5%
Highgate	11632	2101	18.1%	8175	70.3%	1356	11.7%
Hornsey	12659	2777	21.9%	8845	69.9%	1037	8.2%
Muswell Hill	10784	2337	21.7%	7143	66.2%	1304	12.1%
Noel Park	13939	3369	24.2%	9391	67.4%	1179	8.5%
Northumberland Park	14429	4726	32.8%	8565	59.4%	1138	7.9%
St Ann's	14638	3248	22.2%	10149	69.3%	1241	8.5%
Seven Sisters	15968	5068	31.7%	9730	60.9%	1170	7.3%
Stroud Green	11758	2298	19.5%	8653	73.6%	807	6.9%
Tottenham Green	14580	3710	25.4%	9675	66.4%	1195	8.2%
Tottenham Hale	15064	4508	29.9%	9384	62.3%	1172	7.8%
West Green	13372	3246	24.3%	8854	66.2%	1272	9.5%
White Hart Lane	13431	4532	33.7%	7769	57.8%	1130	8.4%
Woodside	14514	3417	23.5%	9864	68.0%	1233	8.5%

However, this age profile is not reflected consistently across the borough, with White Hart Lane with the highest proportion of 0-19 year olds at 33.7%, 20-65 year olds being disproportionately high in Haringey ward at 74.7% and Muswell Hill with the highest proportion of 65 years and older at 12.1%. Any programme undertaken by the SEBP must consider the age profile of individual areas and wards.

#### D) Disability<sup>4</sup>

	Haringey	London	England and Wales
Day-to-day activity limited a lot	6.8%	6.7%	8.3%
Day-to-day activity limited a little	7.2%	7.4%	9.3%
Day-to-day activity not limited	86.0%	85.8%	82.4%
Day-to-day activity limited a lot: Age 16-64	3.8%	3.4%	3.6%
Day-to-day activity limited a little: Age 16-64	4.6%	4.2%	4.6%
Day-to-day activity not limited: Age 16-64	62.4%	61.5%	56.5%

<sup>4</sup> Census 2011

Haringey has roughly the same proportion of people where day-to-day activity is limited to some extent as London, but lower than the national average. Any programme in the SEBP must consider how to engage disabled people and ensure that reasonable adjustments are provided as disabled people will often experience wider inequalities.

### E) Ethnicity

	Haringey	London	England
White; English/Welsh/Scottish/N.Irish/British	34.68%	44.89%	79.75%
White Irish	2.75%	2.15%	0.98%
White; Gypsy or Irish Traveller	0.15%	0.10%	0.10%
White; White Other	22.97%	12.65%	4.58%
Mixed; White and Black Caribbean	1.90%	1.46%	0.78%
Mixed; White and Black African	1.02%	0.80%	0.30%
Mixed; White and Asian	1.47%	1.21%	0.63%
Mixed; Other mixed	2.10%	1.45%	0.53%
Asian/Asian British; Indian	2.33%	6.64%	2.62%
Asian/Asian British; Pakistani	0.75%	2.74%	2.10%
Asian/Asian British; Bangladeshi	1.73%	2.72%	8.23%
Asian/Asian British; Chinese	1.47%	1.52%	0.72%
Asian/Asian British; Other Asian	3.19%	4.88%	1.55%
Black African	9.04%	7.02%	1.8%
Black Caribbean	7.10%	4.22%	1.1%
Black Other	2.63%	2.08%	0.52%
Other Ethnic group; Arab	0.87%	1.30%	0.42%
Other Ethnic group; Any Other Ethnic	3.85%	2.14%	0.62%

Haringey has less 'White British' population than London and England, and has a significant 'White Other' population compared to London and England. This includes Turkish and East European communities. There is also a significant Black African and Black Caribbean compared to the national and regional average. BAME communities are more likely to experience inequalities, such as discrimination and poverty. All programmes should consider how to engage with different BAME communities

### F) Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15<sup>th</sup> largest LGB community in the country<sup>5</sup>. We will need to ensure that we consider the inequalities and discrimination experienced by LGB people are considered throughout this EqIA. We will need to consider the inequalities and discrimination experienced for this protected group through the different programmes that could result from the SEBP.

<sup>5</sup><https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>



## G) Religion

	<i>Haringey</i>	<i>London</i>	<i>England and Wales</i>
Christian	45.0%	48.4%	59.3%
Buddhist	1.1%	1.0%	0.4%
Hindu	1.8%	5.0%	1.5%
Jewish	3.0%	1.8%	0.5%
Muslim	14.2%	12.4%	4.8%
Sikh	0.3%	1.5%	0.8%
Other religion	0.5%	0.6%	0.4%
No religion	25.2%	20.7%	25.1%
Religion not stated	8.9%	8.5%	7.2%

Haringey has a lower than average Christian community compared to the regional and national average, but has larger Jewish and Muslim populations. Haringey has a larger population who do not have a religion. The programmes of the SEBP should ensure that there are not any barriers to accessing the SEBP programmes and engagement processes incorporate different religious communities.

## H) Pregnancy and maternity

The proportion of 0-4 year olds in the Census 2011:

	Number of 0-4 year olds
Haringey	7.1%
London	7.2%
England and Wales	6.2%

Haringey has a higher proportion compared to the England and Wales average, but is marginally below the London average.

## Dependent Children

	Proportion of households with dependent children
Haringey	31.4%
London	30.9%
England and Wales	29.1%

Haringey have a larger proportion of households with dependent children in compared to the regional and national average. Therefore, it is likely that there will be a relatively large proportion of women who are considered under the pregnancy and maternity protected characteristic. Consideration will be needed regarding any inequality for women who are pregnant or have given birth in the SEBP programmes.

## I) Marital and civil partnership status<sup>6</sup>

	Married (heterosexual couples)	Civil Partnership
Haringey	32.2%	0.6%

<sup>6</sup> Census 2011



London	40%	0.4%
England and Wales	47%	0.2%

The number of married people (only available to heterosexual couples at the time) is significantly lower than in London and England. However, the proportion of people in civil partnerships is higher in the area compared to the London and England and Wales average. All programmes will treat a couple in a civil partnership the same as a couple who are married.

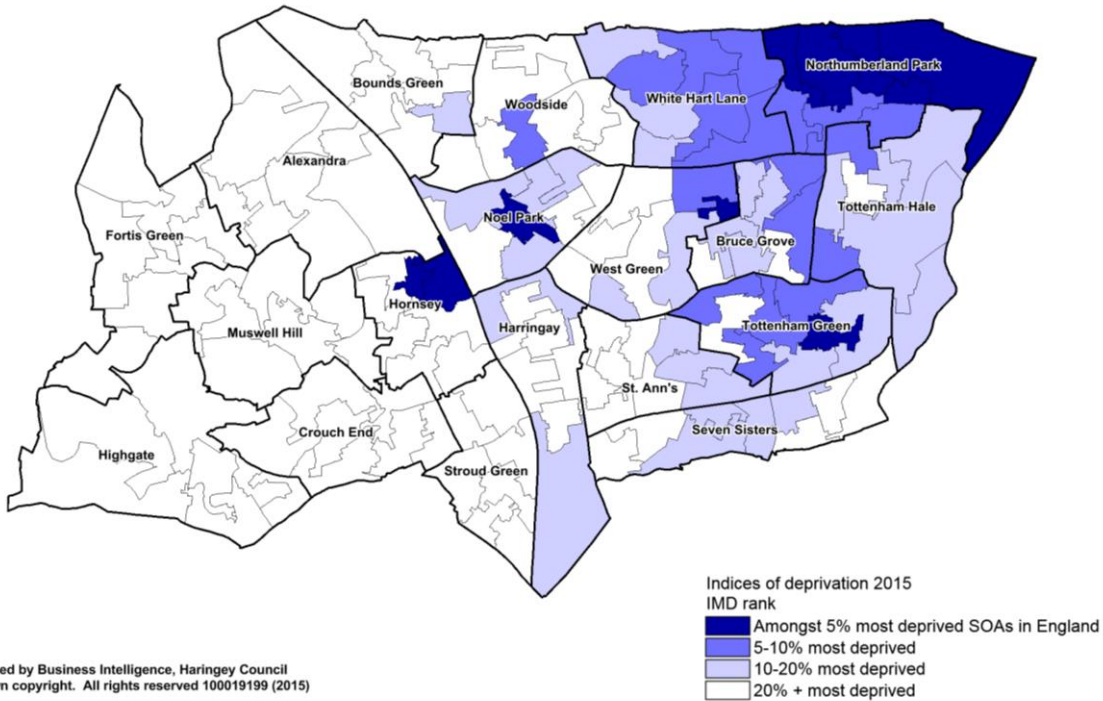
## 2. Tackling inequalities – HDV impact themes

There are a wide range of inequalities that exist in the borough which the HDV is trying to reduce. The HDV has developed four themes: ‘Better Prospects’ (Employment and Education), ‘Healthy Lives’, Community Pride (including Housing) and ‘Clean and Safe’ to guide its contribution to reducing these.

### a) Better Prospects

There are a range of measures available to measure inequalities in regards to access to education, training and employment opportunities. The map below uses data from the index of multiple deprivation to map where there is a high concentration of deprivation in the borough:

Indices of Multiple Deprivation 2015  
Rank of IMD  
Haringey SOAs



We can see that households in the east of the borough are more likely to live in deprivation, with Northumberland Park with the highest concentration. This in turn will mean it is likely that particular BAME groups, younger people and disabled people are more likely to be living in deprivation.

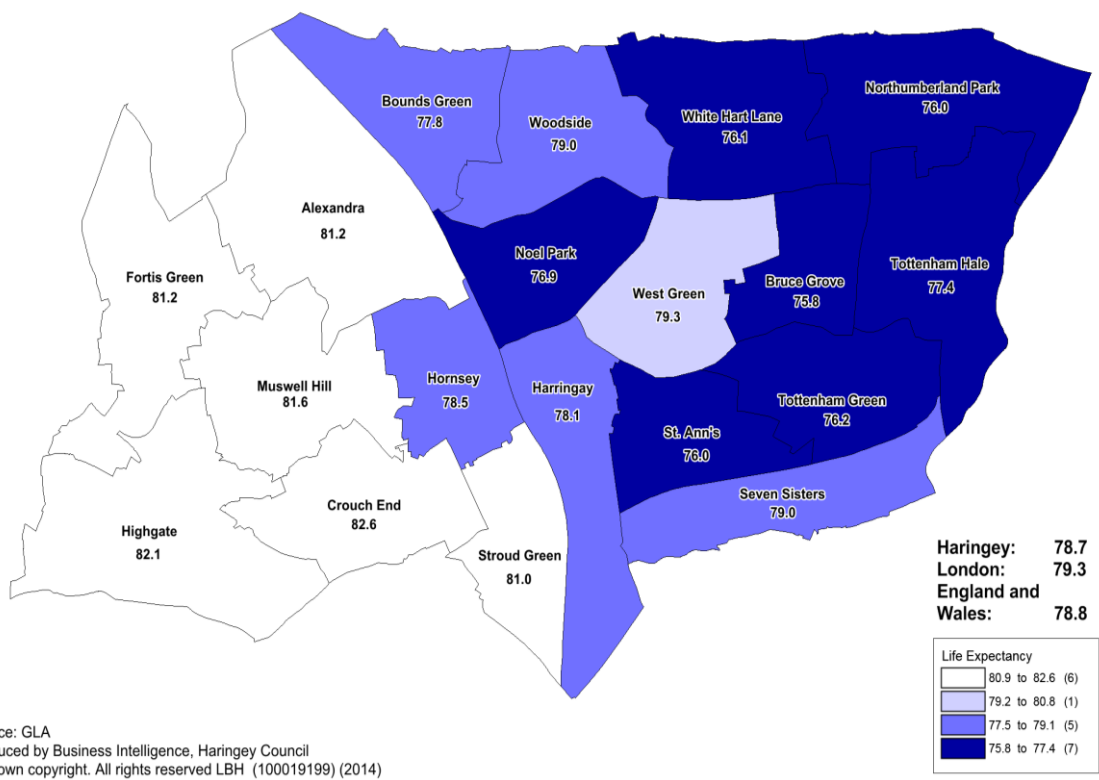
In order to tackle this inequality, the HDV will adopt the impact theme of enabling education, training and employment through the following strategic aims:

- Children and young people excel at school, making the most of their potential
- Residents have the training, skills and support necessary to find and keep good quality employment
- Local business can thrive and grow.

**b) Healthy lives**

There are many health inequalities that exist in the borough which has a negative impact for disadvantaged communities

**Life expectancy**



This map demonstrates the health inequalities in the borough, with households in the west experience the highest life expectancy compared to households in the east experiencing significantly lower life expectancy. Again the division between the east and the west of the borough exists which will inevitably mean that younger people, BAME groups and disabled people are more likely to experience these inequalities.

In order to tackle these inequalities, the HDV will adopt the HDV impact theme of Healthy Lives, which will empower people to improve their own health. This will include the following strategic aims:

- Haringey is a healthy place to live where health and wellbeing is designed in
- More people have good mental health
- Residents will be healthy for as long as possible
- Residents live independently and fulfilling lives

### c) Community Pride

The Council's Housing Strategy in October 2016 outlines the issues in regards to housing demand and supply in the borough. The strategy can be found here: <http://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=118&MId=7846&Ver=4>

The EqIA for the Housing Strategy found that there were a range of inequalities in housing, including:

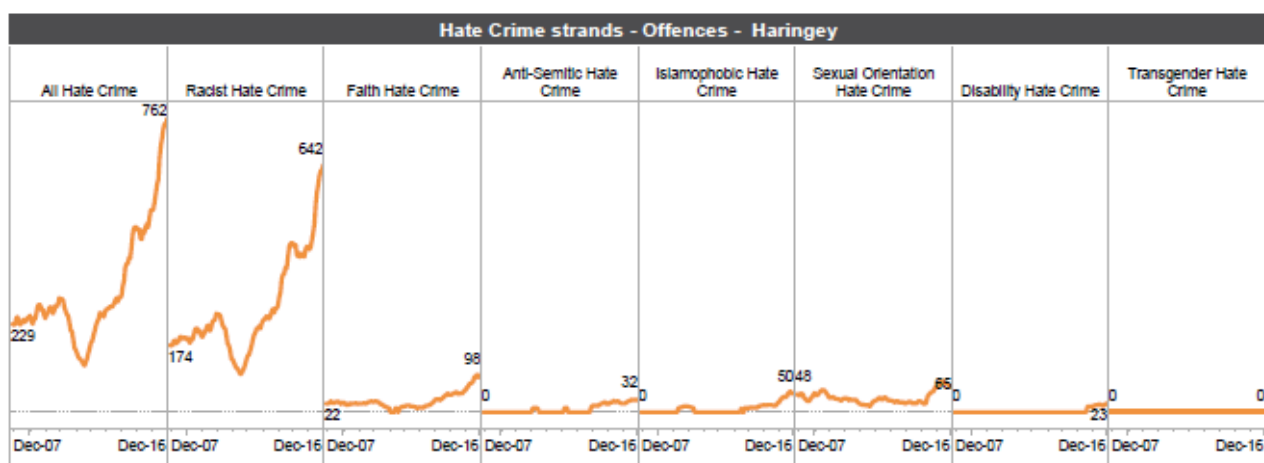
- Female lone parents vulnerable to homelessness
- Disabled people and supported housing needs
- Black households are more vulnerable to homelessness and are less likely to engage with shared ownership schemes
- LGBT young people are more vulnerable to homelessness.

Section 4 of the EqIA outlines the issues the engagement programme will need to consider to ensure all communities are able to take part in engagement processes.

In order to tackle these inequalities, the HDV will adopt the HDV impact theme of Community Pride, which will create homes and neighbourhoods where people can thrive. This will include the following strategic aims:

- Residents are confident participating and connecting in their community
- Residents can participate in design and delivery of their neighbourhood
- Social capital is built through places and programmes.

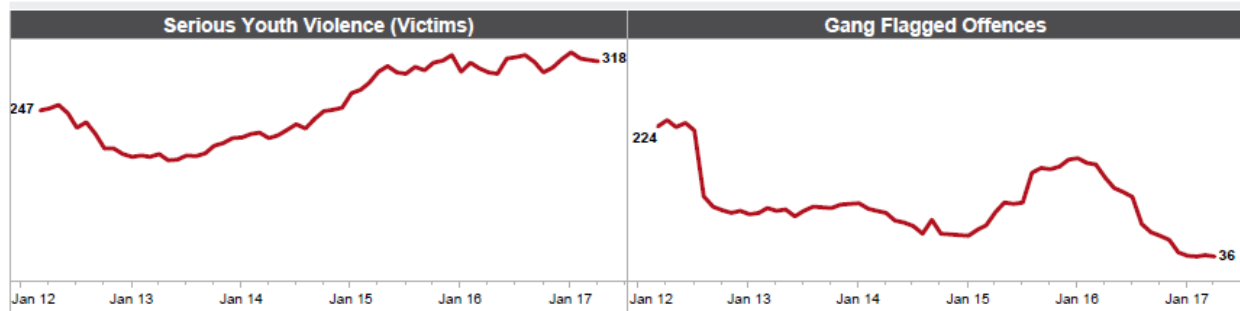
### d) Clean and safe



Source: Hate crime offences - MPS / Crime % change against the previous financial year - Home Office - Data for FY 2014/15 & 2015/16

Please note that hate crimes are any offences which are flagged as having a hate element when recorded by police. To avoid unintentional disclosure any counts of less than 10 have been reduced to 0. A crime can have more than one hate flag attached to it. Adding up all the hate crime categories may result in multiple counting of a single offence and will not equal the All Hate Crime total.

The graph above demonstrates an increase in hate crime in the borough for most protected groups, which can be partially explained through an increase in confidence in reporting hate crime.



The graph<sup>7</sup> above demonstrates that serious youth and gang crime are issues in the borough, which this inequality disproportionately impacts on younger people, who are often the victims of such crime.

In order to tackle these inequalities, the HDV will adopt the HDV impact theme of Clean and Safe, which is creating a safer environment where people are proud to live, work and visit. This will include the following strategic aims:

- Streets, parks and estates are clean, well maintained and people feel safe
- Crime and the fear of crime is reduced through application of best practice design, working with stakeholders and local communities
- Incidents of serious crime, including youth crime, gang activity and VAWG are reduced by actively working with partner.

In order to help deliver these impact themes, consideration will be needed for the different inequalities and barriers for the protected groups to ensure they can access and benefit from schemes.

### **3. Programmes of the SEBP**

The SEBP has identified three programmes which will be developed in the first 100 days of the HDV. Further programmes must consider inequalities of the 9 protected groups.

These are:

- Skills and Employment Hub, Northumberland Park
- Improving young people’s engagement and attainment in STEM
- Improving and supporting positive mental health and wellbeing

Below identifies the inequalities that exist for each protected characteristic that the programmes of the SEBP must consider and incorporate in the development of the programmes.

#### **A. Skills and Employment Hub**

There are a range of inequalities based upon the ‘Sex’ protected group. Below outlines some of the issues and the SEBP will help tackle some of these inequalities.

<sup>7</sup> <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-research/crime%20gangs-dashboard>

- **Sex**

16/17 year olds in Employment, Education or Training  
Sex/Gender (June 2016)<sup>8</sup>

<i>Sex/Gender</i>	<i>Haringey</i>	<i>London</i>	<i>England</i>
Female	93.80%	94.25%	91.95%
Male	89.60%	92.00%	90.20%
Total	91.65%	93.20%	91.10%

While Haringey outperforms the national average, it remains below the London average. Females are more likely to be in employment, education or training for 16-17 year olds compared to males.

Employment by sex/gender, 2015<sup>9</sup>

	<i>Haringey</i>	<i>London</i>	<i>National comparator</i>
Women	64.8%	66.5%	68.6%
Men	77.6%	79.6%	79.1%
Total	71.3%	72.9%	73.9%

Employment rates in Haringey are lower than London and the national average. The gap between men and women may be due to women still typically taking on responsibility for childcare, which in Haringey is likely to include female headed lone parent families. The needs of lone parents will particularly need to be considered when designing the Skills and Employment Hub. The SEBP will help provide more employment opportunities and pre employment support for both genders in Haringey and is likely to have targeted employment support activities.

- **Gender reassignment**

We do not have data on the number of Trans\* people in the borough. We are not aware of any inequalities in education, employment and training opportunities. However, it is likely that Trans\* people experience discrimination and harassment in the workplace and education establishments. We will try to mitigate such potential discrimination by making the programme inclusive for all.

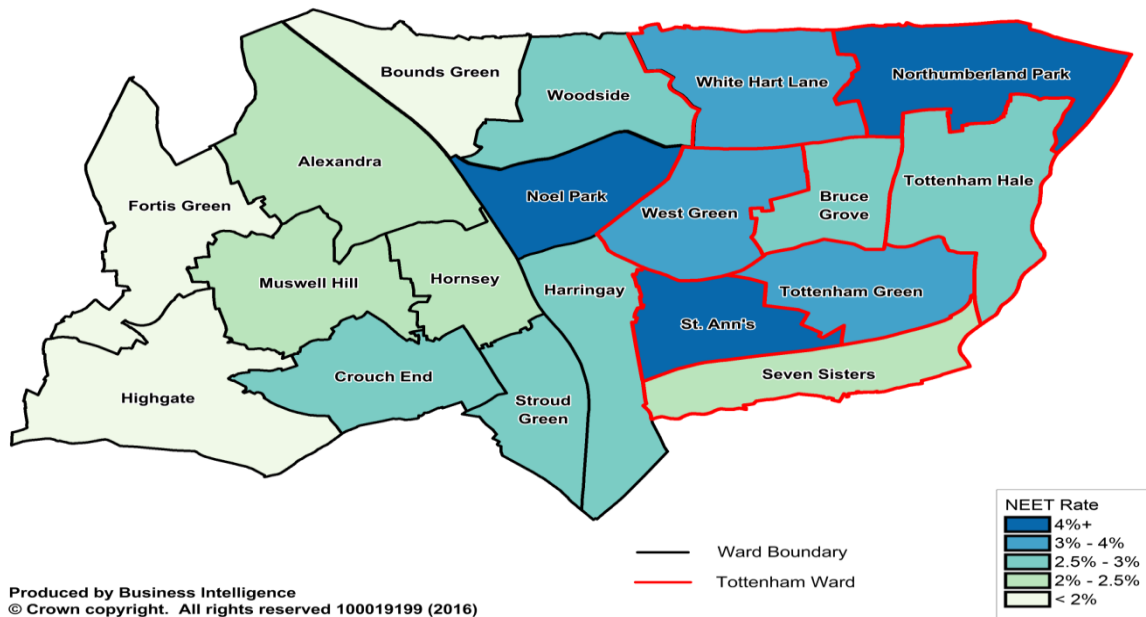
- **Age**

The proportion of 16-17 year olds who are not in employment, education and training (NEETs) in Haringey varies, where younger people are more likely to be NEET compared to the west of the borough.

<sup>8</sup> <https://www.gov.uk/government/publications/participation-in-education-and-training-by-local-authority>

<sup>9</sup> <https://data.london.gov.uk/dataset/london-borough-profiles>

## Proportion of NEETs by Ward as at December 2015

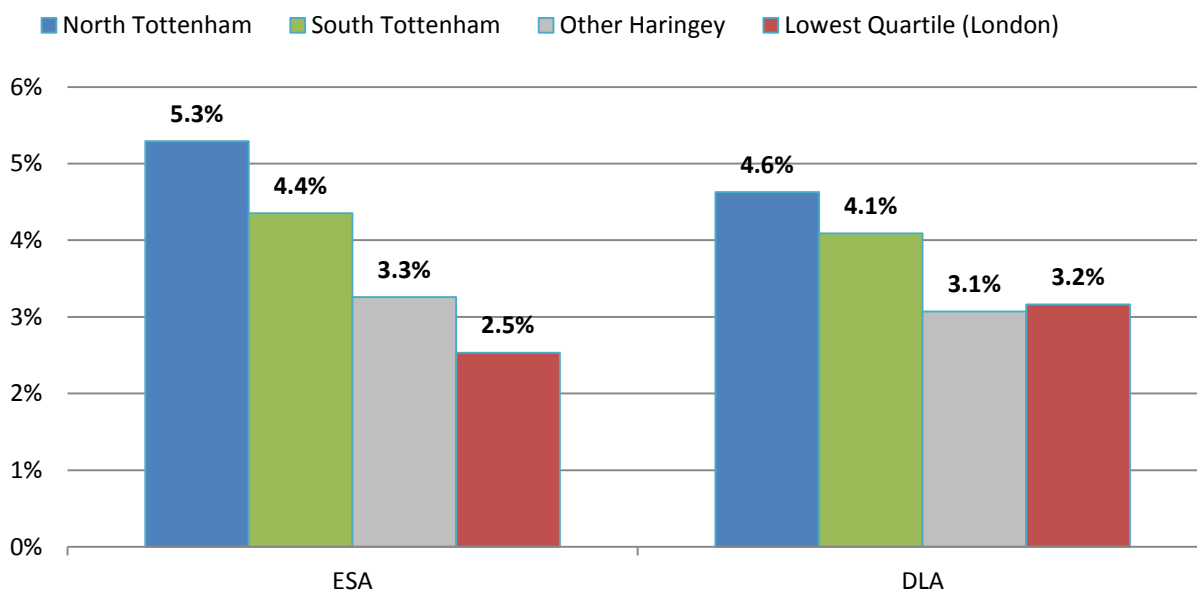


Only 13% of young people in vocational education found sustained employment and training against the England average of 23%. Only 3% were able to entered apprenticeships, compared to the England average of 7%. The proportion of 16 and 17 year olds who are NEET (Not in Education, Employment and Training) is far greater in the east than elsewhere in the borough. Three wards (Northumberland Park, St Ann's and Noel Park) have a NEET rate above 4%, against the Haringey average of 3.6% and the London average of 3.1%.<sup>10</sup> The Skills and Employment Hub will be located in Northumberland Park to help target this particular age group.

- Disability

<sup>10</sup> Department for Education NEET annual statistics, via [London](#) Datastore

### Percentage of the whole population of ESA and DLA claimants



Source: Department of Work and Pensions (DWP): [DWP](#)

The graph above demonstrates that Haringey as a whole has a higher claimant of disability related benefits compared with the rest of London. North Tottenham, in particular, has a higher rate. Consideration will be needed to ensure that those who want to work will be provided further opportunities through widening educational, vocational and career pathways and reasonable adjustments is offered for disabled people.

#### - Race and ethnicity

#### 16-17 year olds NEETs by Ethnicity (June 2016)

<i>Ethnicity</i>	<i>Haringey</i>	<i>London</i>	<i>England</i>
White	91.4%	91.2%	90.4%
Mixed race	89.3%	91.6%	90.3%
Black or Black British	92.1%	94.3%	93.7%
Asian or Asian British	94.8%	96.2%	95.2%
Chinese	93.5%	97.2%	97.1%
Other	91.5%	93.8%	90.8%

With the exception of 'White', the proportion of 16-17 year olds in employment, education or training is lower in Haringey compared to national and regional picture. The SEBP will attempt to overcome this through the Skills and Employment Hub. Consideration will be needed to ensure that there are not any barriers for BAME groups accessing the hub.

#### - Sexual orientation

We do not have data regarding sexual orientation in the borough. We are not aware of any barriers to accessing education, employment and training opportunities. However, it is likely that lesbian, gay and bisexual people experience discrimination and



harassment in the workplace and education establishments. We will try to mitigate such potential discrimination by making the programme inclusive for all.

- **Religion/ belief (including non-belief)**

We are not aware of any barriers to accessing education, employment and training opportunities for people of different religions or faiths. However, it is likely that people with particular faiths may experience discrimination and harassment in the workplace and education establishments, such as Anti Semitism or Islamophobia. We will try to mitigate such potential discrimination by making the programme inclusive for all.

- **Pregnancy and maternity**

We are aware that there are a high proportion of female headed lone parent families in the borough, which is related to the pregnancy and maternity protected group. In particular, there may be barriers to employment, education and training for pregnant women and women with young children. The Skills and Employment programme will provide an opportunity to tackle these barriers for female headed lone parent households.

- **Marriage and Civil Partnership status**

The Skills and Employment programme will treat any couple who is a civil partnership the same as if they are married.

## **B) Improving young people's engagement and attainment in STEM**

Haringey STEM Commission undertook a review of STEM education and careers and found a range of inequalities and issues, including a range of barriers and perceptions in STEM education and careers for women and girls. The full analysis of the STEM Commission can be found [here](#).

- **Sex**

The review found specifically that women and girls are less likely to opt for STEM educational and career pathways as it is considered a 'male' area of employment. This programme will need to tackle this inequality by increasing the proportion of women and girls into the educational and employment STEM pathway, included female headed lone parent households.

- **Gender Reassignment**

We do not have data on the number of Trans\* people in the borough. We are not aware of any inequalities in accessing STEM pathways for Trans\* people. However, it is likely that Trans\* people experience discrimination and harassment in the workplace and education establishments. We will try to mitigate such potential discrimination by making the programme inclusive for all.

- **Age**

Haringey STEM Commission undertook a review of STEM education and careers and found a range of inequalities and issues, including a range of barriers and perceptions in STEM. The programme will include targeting young people, their parents and teachers, which will cover a range of age groups. In delivering the programme consideration will be needed to ensure it is age appropriate.

- **Disability**

Disabled people can experience barriers to training and educational opportunities, which reduces their ability to enter the job market. In some cases this inequality has a detrimental impact on their health. We are aware that this exists in Haringey. The STEM programme will provide opportunities to achieve this and so reasonable adjustments must be provided to ensure that disabled people can fully access the programme.

- **Race and ethnicity**

We are aware that some BAME communities are more likely to live in poverty and there is a higher rate of NEETs from some BAME communities. The availability of more STEM pathways will help BAME communities by providing more educational and employment opportunities. In delivering the programme consideration will be needed to ensure that there are no barriers for BAME communities in accessing the programme.

- **Sexual orientation**

We do not have data regarding sexual orientation in the borough. We are not aware of any barriers to accessing STEM pathways for lesbian, gay and bisexual people. However, it is likely that lesbian, gay and bisexual people experience discrimination and harassment in the workplace and education establishments. We will try to mitigate such potential discrimination by making the programme inclusive for all.

- **Religion/ belief (including non-belief)**

We are not aware of any barriers to accessing education, employment and training opportunities for people of different religions or faiths. However, it is likely that people with particular faiths may experience discrimination and harassment in the workplace and education establishments, such as Anti Semitism or Islamophobia. We will try to mitigate such potential discrimination by making the programme inclusive for all.

- **Pregnancy and maternity**

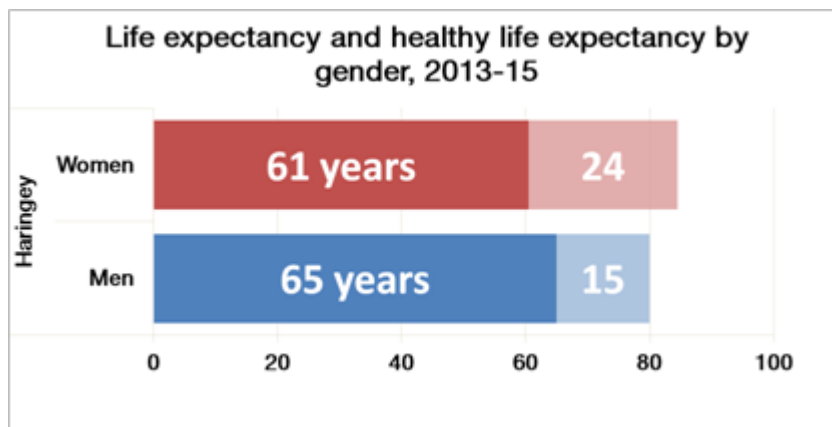
We are aware that there are a high proportion of female headed lone parent families in the borough, which is related to the pregnancy and maternity protected group. In particular, there may be barriers to STEM pathways for pregnant women and women with young children which are similar to the ones identified under 'Sex'.

- **Marriage and Civil Partnership status**

The STEM programme will treat any couple who is a civil partnership the same as if they are married.

### C. Improving and supporting positive mental health and wellbeing

#### - Sex



There is the typical gap between male and female life expectancy. However, women in Haringey are more likely to experience shorter healthy life expectancy. The mental health and wellbeing programme will help reduce this inequality experienced.

Men are less likely to access mental health services and therefore experience crisis mental health situations. As pointed out in the Haringey Health and Wellbeing Strategy, suicide rates are 33% higher in Haringey than the rest of London, with young men being a disproportionately high represented group. The programme will need to engage with young men in order to reduce this inequality<sup>11</sup>.

#### - Gender reassignment

We do not have data on the number of Trans\* people in the borough. However, we are aware that Trans\* people experience inequalities, in particular in regards to mental health. A recent GLA report found that Trans\* people are disproportionately likely to experience mental health issues and struggle to engage with mental health services, often having to educate health professionals<sup>12</sup>. When designing specific programmes, consideration will be needed to ensure that they are inclusive for the Trans\* community.

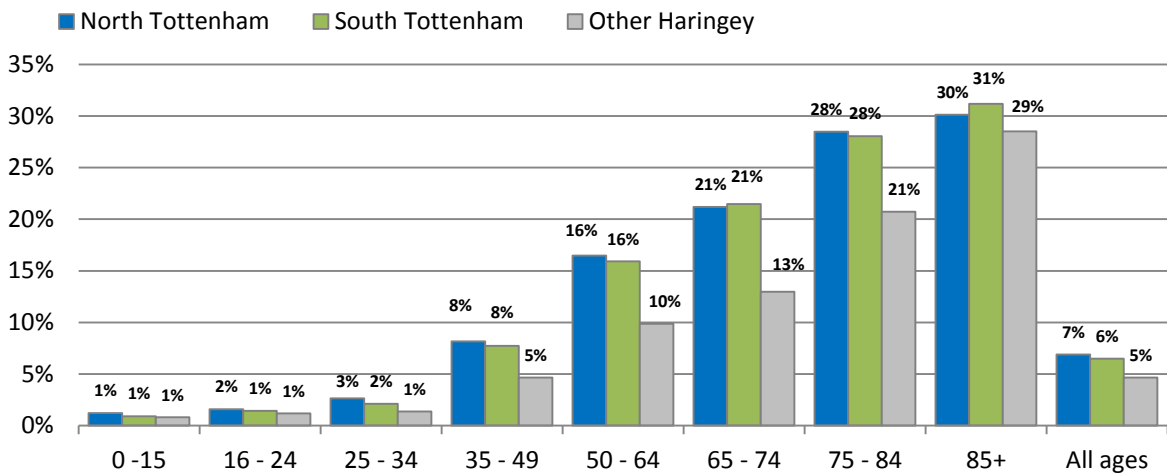
#### - Age

**Proportion of people in bad health<sup>13</sup>**

<sup>11</sup> [http://www.haringey.gov.uk/sites/haringeygovuk/files/final\\_-\\_health\\_and\\_wellbeing\\_strategy\\_2015-18\\_0.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/final_-_health_and_wellbeing_strategy_2015-18_0.pdf)

<sup>12</sup> <https://www.london.gov.uk/sites/default/files/lgbtreportfinal.pdf>

<sup>13</sup> Census 2011 table DC3302EW, available via [Nomis](http://www.nomis.gov.uk).



Census data above shows that there are significant variations in the proportions of individuals in bad health based on their location, and this is throughout the population regardless of age. Looking at the populations as a whole, North Tottenham has the highest proportion of its population in bad health at 6.9%, South Tottenham is slightly better at 6.5%, whilst the remainder of Haringey is significantly better at 4.7%. Focusing more narrowly at age groups the most notable difference is throughout the age brackets 25-34, 34-49, and 50-64, which contain approximately 59% of the population, where in all cases the North and South Tottenham proportion of people in bad health is 60% greater than that of the remainder of Haringey. The difference narrows as age increases, becoming as small as 1 percentage point at 85+, although at this point a significant proportion of the population will be in bad health due to old age.

3,000 children and young people will have a mental health issue at any point in time, while 34,000 will have a common mental health issue, such as depression or anxiety<sup>14</sup>. Development of a programme to promote positive mental health and wellbeing will help tackle this inequality.

#### - Disability

Over 34,500 adults in Haringey have a common mental condition such as anxiety or depression. This is a proven barrier to sustained employment- just 33% of those with mental health issues are in work, compared to 53% of residents with a physical disability. More than 4,000 live with a severe mental illness, predominantly in the east of the borough; low percentages are in employment or settled accommodation.<sup>15</sup>

The east of the borough generally experiences higher rates of poor mental health. Depression prevalence in the east of the borough is 5.4% (QOF, 2015/16). Furthermore, 66% of suicides in 2015 took place in the east of the borough; with our latest suicide audit revealing suicide is more likely in those from BAME backgrounds. The delivery of the mental health and wellbeing programme will help improve the wellbeing of people with mental health conditions.

<sup>14</sup> [http://www.haringey.gov.uk/sites/haringeygovuk/files/final - health and wellbeing strategy 2015-18 0.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/final_-_health_and_wellbeing_strategy_2015-18_0.pdf)

<sup>15</sup> [Haringey Health and Wellbeing Strategy 2015-18](#)

Reasonable adjustments will be provided to ensure that disabled people will access the programme.

- **Race and ethnicity**

The east of the borough generally experiences higher rates of poor mental health. Depression prevalence in the east of the borough is 5.4% (QOF, 2015/16). Furthermore, 66% of suicides in 2015 took place in the east of the borough; with our latest suicide audit revealing suicide is more likely in those from BAME backgrounds.

The SEBP will look to address these inequalities by promoting schemes of good mental and physical health, and making sure the built environment promotes healthy living, increased physical activity and greater use of outdoor space by all communities, including BAME communities.

Consideration will be needed to engage with BAME communities and ensure that there are no unintentional barriers for BAME communities to accessing the programme.

- **Sexual orientation**

We do not have data on the number of Lesbian, Gay and Bisexual (LGB) people in the borough. However, we are aware that LGB people experience inequalities, in particular in regards to mental health. A recent GLA report found that 40% of LGB people in London experience a mental health issues, compared to 25% of the wider population<sup>16</sup>. When designing specific programmes, consideration will be needed to ensure that they are inclusive for LGB people.

- **Religion/ belief (including non-belief)**

We are not aware of any mental health and wellbeing inequalities related to religion or faith. However, we are aware that there may be intersectionary inequalities, for example, related to ethnicity and social deprivation. Consideration will be needed to ensure that engagement processes include people of different religions and faiths to identify any inequalities. We will try to mitigate such potential discrimination by making the programme inclusive for all.

- **Pregnancy and maternity**

Women who are pregnant or have recently given birth have specific health needs to help with their own health and the health of their child(ren). The SEBP will help improve health issues by making Haringey a healthier place and reducing health inequalities. Additional inequalities have been identified under the 'Sex' protected characteristic.

- **Marriage and Civil Partnership status**

The mental health and wellbeing programme will treat a couple in a civil partnership the same as a couple in a marriage.

---

<sup>16</sup> <https://www.london.gov.uk/sites/default/files/lgbtreportfinal.pdf>

**4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?**

*Please outline which groups you may target and how you will have targeted them*

**Further information on consultation is contained within accompanying EqIA guidance**

The HDV will operate a range of measures to design schemes and engage with communities impacted by the scheme to ensure it meets the needs and aspirations of the local community. In order to do so, consideration will be needed to ensure no particular protected characteristic is indirectly excluded from the process.

Examples listed below are examples that will need to be considered when designing schemes to engage residents:

- A) **Children and young people:** Ensure that language is age appropriate and held in locations that are relevant to the audience
- B) **Older people:** Choose a relevant location; consider engagement for those who are not computer literate; ensure reasonable adjustments are provided for those who have age related disabilities
- C) **Disabled people:** Provide reasonable adjustments to ensure that disabled people are able to fully participate in the consultation
- D) **Gender and pregnancy/maternity:** Consider timings and issues for parents with child care commitments.
- E) **Ethnicity/Race:** Ensure that engagement reflect the communities that live in the area and think how to engage with different communities
- F) **Religion/Faith:** Map what faith groups exist in the area and engage with them
- G) **Lesbian, gay, bisexual and transgender:** Ensure confidentiality is maintained and do not assume that young LGBT people will feel comfortable with their straight peers when discussing sexuality and gender identity issues.

Consideration of the protected characteristics will be incorporated within the design of the consultation and engagement processes and in the development of any programmes.

**4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics**

*Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?*

The HDV has developed a Stakeholder and Community Engagement Strategy and each business plan will have their own tailored Stakeholder and Community Plan to reflect

the local diverse communities in each individual area. Consideration for the different protected groups, as identified in 4a) will need to be embedded.

**5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?**

*Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.*

Further information on assessing impact on different groups is contained within accompanying EqlA guidance

**1. Sex**

A number of inequalities that exist have been identified, including:

- Female headed lone parent households accessing employment and training opportunities
- Women and girls entering STEM educational and careers pathways
- Men and boys disproportionately experience mental health conditions
- Women experience longer unhealthy life expectancy

The programmes will help to tackle these inequalities and will be built around inclusive practices.

Engagement is a key part of this element of the HDV and therefore consideration will be needed to ensure that both sexes participate by ensuring that we understand potential barriers, such as engaging with those with caring responsibilities.

Other decisions related to the HDV may have short term negative impacts, but the SEBP will help mitigate against negative impacts for this protected characteristic. The overall outcome of the HDV is expected to be positive and benefit both sexes.

In order to ensure the HDV social impact themes and strategic outcomes are delivered, a detailed Outcomes Framework with outcome indicators and a delivery plan, will be developed with consideration to the needs and inequalities of relevant protected characteristics.

Positive	X	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**2. Gender reassignment**

We do not have data on the Trans\* community in Haringey. However, we are aware that Trans\* people experience the following inequalities:

- Discrimination and harassment in education, training and employment
- Mental health inequalities

The programmes will help to tackle these inequalities and will be built around inclusive practices.



Engagement is a key part of this element of the HDV and therefore consideration will be needed to ensure that trans\* people participate by reducing and removing potential barriers.

Other decisions related to the HDV may have short term negative impacts, but SEBP will help mitigate against negative impacts for this protected characteristic. The overall outcome of the HDV is expected to be positive and benefit each protected characteristic.

In order to ensure the HDV social impact themes and strategic outcomes are delivered, a detailed Outcomes Framework with outcome indicators and a delivery plan, will be developed with consideration to the needs and inequalities of relevant protected characteristics.

Positive	X	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

### 3. Age

There are many inequalities based around age, including:

- A disproportional number of young people in the east of the borough who are NEET
- Older people are more likely to be in bad health, especially in the east of the borough
- Mental health conditions that impact on both younger and older people

The programmes will help to tackle these inequalities and will be built around inclusive practices.

Engagement is a key part of this element of the HDV and therefore consideration will be needed to ensure that people of different ages participate by reducing and removing potential barriers.

Other decisions related to the HDV may have short term negative impacts, but the SEBP will help mitigate against negative impacts for this protected characteristic.

In order to ensure the HDV social impact themes and strategic outcomes are delivered, a detailed Outcomes Framework with outcome indicators and a delivery plan, will be developed with consideration to the needs and inequalities of relevant protected characteristics.

Positive	X	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

### 4. Disability

There are many inequalities based upon the disability protected group, including:

- Barriers to accessing education, training and employment opportunities
- Health inequalities, including people with mental health conditions.

The programmes will help to tackle these inequalities and will be built around inclusive practices.

Engagement is a key part of this element of the HDV and therefore consideration will be needed to ensure that disabled people participate by reducing and removing potential barriers. Reasonable adjustments will be offered to ensure that disabled people are able to participate in both engagement processes and the programmes.

Other decisions related to the HDV may have short term negative impacts, but the SEBP will help mitigate against negative impacts for this protected characteristic.

In order to ensure the HDV social impact themes and strategic outcomes are delivered, a detailed Outcomes Framework with outcome indicators and a delivery plan, will be developed with consideration to the needs and inequalities of relevant protected characteristics.

Positive	X	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

### 5. Race and ethnicity

There are many inequalities based upon the race protected group, including:

- Number of NEETs from BAME communities and barriers to accessing education, training and employment opportunities, including STEM
- Mental health conditions are disproportionately impacting on specific BAME communities

The programmes will help to tackle these inequalities and will be built around inclusive practices.

There are many positive impacts from this proposal for the different inequalities based upon the race and ethnicity protected group, as identified on pages 14-15

Engagement is a key part of this element of the HDV and therefore consideration will be needed to ensure that different BAME communities are engaged in the process by taking measures such as using translation and interpretation services.

Other decisions related to the HDV may have short term negative impacts, but the SEBP will help mitigate against negative impacts for this protected characteristic. The overall impact of HDV is expected to be positive and benefit all residents.

In order to ensure the HDV social impact themes and strategic outcomes are delivered, a detailed Outcomes Framework with outcome indicators and a delivery plan, will be developed with consideration to the needs and inequalities of relevant protected characteristics.

Positive	X	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

### 6. Sexual orientation

We do not have accurate borough or national data on sexual orientation. However, we are aware that lesbian, gay and bisexual people experience the following inequalities:

- Discrimination and harassment in education, training and employment

- Mental health inequalities

The programmes will help to tackle these inequalities and will be built around inclusive practices.

Engagement is a key part of this element of the HDV and therefore consideration will be needed to ensure that LGB people participate by reducing and removing potential barriers.

Other decisions related to the HDV may have short term negative impacts, but the SEBP will help mitigate against negative impacts for this protected characteristic. The overall impact of HDV is expected to be positive and benefit all residents.

In order to ensure the HDV social impact themes and strategic outcomes are delivered, a detailed Outcomes Framework with outcome indicators and a delivery plan, will be developed with consideration to the needs and inequalities of relevant protected characteristics.

Positive	X	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

### 7. Religion or belief (or no belief)

We are aware that people from different religions and faiths may experience discrimination and harassment in education and employment. In addition, we are aware there may be intersectionary inequalities related to race and poverty.

The programmes will help to tackle these inequalities and will be built around inclusive practices.

Engagement is a key part of this element of the HDV and therefore consideration will be needed to ensure that religious and faith communities participate by reducing and removing potential barriers.

Other decisions related to the HDV may have short term negative impacts, but the SEBP will help mitigate against negative impacts for this protected characteristic. The overall impact of HDV is expected to be positive and benefit all residents.

Positive	X	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

### 8. Pregnancy and maternity

A number of inequalities that exist have been identified, including:

- Female headed lone parent households accessing employment and training opportunities
- Women and girls entering STEM educational and careers pathways

The programmes will help to tackle these inequalities and will be built around inclusive practices.

Engagement is a key part of this element of the HDV and therefore consideration will be needed to ensure that religious and faith communities participate by reducing and removing potential barriers.

Other decisions related to the HDV may have short term negative impacts, but the SEBP will help mitigate against some of the negative impacts for this protected characteristic. The overall impact of HDV is expected to be positive and benefit all residents.

Positive	X	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**9. Marriage and Civil Partnership**

The programmes in the SEBP will treat a couple who are in a civil partnership the same as in a marriage.

Positive		Negative		Neutral impact	X	Unknown Impact	
----------	--	----------	--	----------------	---	----------------	--

**10. Groups that cross two or more equality strands e.g. young black women**

There are many intersectionary issues and inequalities which the SEBP is attempting to reduce. In particular, those living in the east of the borough are likely to hold multiple protected characteristics and live in poverty.

**Outline the overall impact of the policy for the Public Sector Equality Duty:**

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
- b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
- c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

There is no expected discrimination for any group as a result of this decision. All policies and processes will ensure that any organisation that delivers services on behalf of the Council will be required to prevent discrimination, harassment and victimisation. In the development of the detailed outcomes framework, due consideration will be needed to ensure inequalities based upon particular protected groups are considered,

ensuring that HDV social and economic programmes are tackling inequalities and supporting those that need the most support.

As set out in section 3, there are many inequalities that exist in the borough, particularly in the east of the borough. The HDV Social Impact Themes and strategic outcomes set out in the socio-economic business case were established through consideration of these prominent inequalities and will help tackle these. Due to the level of austerity the Council is experiencing, it would not be possible to tackle these inequalities as effectively without adopting this work stream.

The business case will help foster good relations by making the public realm feel safer and encourage community engagement.

**6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?**

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
<b>No major change to the proposal:</b> the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
<b>Adjust the proposal:</b> the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	
<b>Stop and remove the proposal:</b> the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	

**6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty**

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
Development of the STEM and Mental Health and Wellbeing programmes	To ensure that specific inequalities experienced by different protected groups are considered to ensure there is no discrimination	Director of Regeneration	TBC

Incorporate equalities in the Outcomes Framework	Consideration for the PSED will need to be made in the development of the outcomes framework	Director of Regeneration	TBC
<p><b>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</b></p>			
<p>The social and economic business plan intends to address the long-term inequalities that exist in Haringey, as well as mitigate other short term negative impacts caused by the HDV. Equality considerations will be needed with every scheme run under the programme.</p>			
<p><b>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</b></p>			
<p>The social and economic work stream will measure the impact of the proposals to ensure that the schemes are reducing inequalities. The method for doing this will be set out in due course once HDV is established, and will include specific measures to track progress towards each of the strategic outcomes set out in SEBP through a detailed Outcomes Framework. These were established to guide HDV's activities towards reducing long-term and persistent inequalities.</p>			

<b>7. Authorisation</b>	
EqlA approved by: Helen Fisher, Director of Regeneration	Date 21 June 2017

<b>8. Publication</b> <i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i>

Please contact the Policy & Strategy Team for any feedback on the EqlA process.