

## 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 protected 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

<b>Name of proposal</b>	Relocation of Registrars Services and some democratic functions from the Civic Centre to Woodside House
<b>Service area</b>	Future Ways of Working
<b>Officer completing assessment</b>	Laurence Kauffmann
<b>Equalities/ HR Advisor</b>	Paul Green
<b>Cabinet meeting date (if applicable)</b>	
<b>Director/Assistant Director</b>	Lyn Garner

## 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*

The refurbishment of Woodside House, a Council-owned property in the heart of Wood Green, will provide a great asset for the Council in the Wood Green area and enable the public functions to operate in a fit for purpose building.

The refurbishment will create suitable modern and fully accessible space for the Registrars Services including several ceremony and interview rooms, the Mayor's Parlour and democratic services such as committees or Citizenship ceremonies as well as some multi-purpose space and areas for public use.

There will be a minor impact for Council employees as they will be relocated to Woodside House. However, this is only 500m away from the current location.

## 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.*

<b>Protected group</b>	<b>Service users</b>	<b>Staff</b>
Sex	JSNA	N/A
Gender Reassignment	<i>No data available</i>	N/A
Age	JSNA	N/A
Disability	JSNA	N/A
Race & Ethnicity	JSNA	N/A
Sexual Orientation	No local data available	N/A
Religion or Belief (or No Belief)	JSNA	N/A

Pregnancy & Maternity	JSNA	N/A
Marriage and Civil Partnership	JSNA	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.*

### **Service Users**

The new location for the Registrars Services and the transferred democratic functions, including committee rooms will provide a new space which will help further engage different communities in Haringey in the democratic process.

#### **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.

#### **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>. 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>**

<sup>1</sup> Census 2011

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

<sup>3</sup> Census 2011

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

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 population of residents aged 65 and over in Haringey is 8.8%, much lower than 11.1% of residents in London. These age groups will benefit from a modern building for the relocated services.

#### 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%

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. In the design for the new building, consideration will be needed to ensure accessibility and reasonable adjustments

<sup>4</sup> Census 2011

are considered.

## 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. These groups will benefit from a modern building delivering the new services outlined in the report, especially for those attending citizenship ceremonies.

## 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>. The new Registrars Service will help same sex couples who will access marriage and civil partnership licenses through the new location with more space to offer services.

## G) Religion

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

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 new building will hold non-religious marriages and civil partnership ceremonies and therefore will benefit those who do not have a religion, as well as religious people who choose to have a non-religious ceremony.

### 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. Women who give birth will benefit from a better Registrars service when obtaining birth certificates if they have had a home birth.

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

	Married (heterosexual couples)	Civil Partnership
Haringey	32.2%	0.6%
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. The new building will provide a better Registrars service which will offer both marriage and civil partnerships with more space to offer services.

### Employees Impacted

The teams that will be predominately using the new building are as follows:

- Registrars services,
- Democratic Services, and

<sup>6</sup> Census 2011

- Any teams that need to use the Business Continuity space on the second floor.

All Councillors will also be using the Woodside House building when attending committees, meetings or functions.

Most of these teams will not be working in the new location all of the time, instead hot desking when required. In order to ensure that the new office does not discriminate, especially in regards to accessibility for disabled employees using the place, we have undertaken a range of consultations to identify issues and incorporated in the designs of the building. Should any further reasonable adjustments be required we will further incorporate them. This will not lead to any redundancies.

In regards to current support staff in the civic centre, such as receptionists and cleaners, these individuals come from a pool of employees employed by a contractor which are used across Council offices and will continue to be done so.

#### **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 Project team has consulted with the services who will relocate to Woodside House, a Members' working group representing Councillors, Corporate Landlord and Digital Services (IT) from the commencement of the project to the launch of the tender process in order to:

- Understand their respective needs to deliver services or support the services to be delivered,
- Understand the needs of groups with specific requirements incl. visual impairment, hearing impairment and accessibility,
- Get their approval at each stage of the process, and
- Get their sign off on the final proposal before launching the tender process.

The Project team has organised several site visits with employees and councillors, including a councillor with visual impairment.

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

These consultations have been very helpful to drive the Design team and ensure that the

requirements, and particularly those of groups with visual and hearing impairment and accessibility issues, were met in the final proposal in order to deliver a fully accessible building.

No further consultation is needed.

**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 EqIA guidance

**1. Sex**

This decision will result in a refurbished modern centre which will benefit all service users.

We do not envisage there will be negative impacts on employees as no issues were raised through the consultation.

Positive	X	Negative		Neutral impact		Unknown Impact	
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**2. Gender reassignment**

This decision will result in a refurbished modern centre which will benefit all service users.

We do not envisage there will be negative impacts on employees as no issues were raised through the consultation.

Positive	X	Negative		Neutral impact		Unknown Impact	
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**3. Age**

This decision will result in a refurbished modern centre which will benefit all service users. This includes increasing the accessibility for older people who have mobility impairments as well as parents with young children who use push chairs.

We do not envisage there will be negative impacts on employees as no issues were raised through the consultation.

Positive	X	Negative		Neutral impact		Unknown Impact	
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#### 4. Disability

This decision will result in a refurbished modern centre which will benefit all service users. Section 4 outlines the consultation and engagement process the Council has undertaken to ensure the democratic and work spaces are as accessible as possible. Woodside House will provide accessible entrances and has incorporated a new passenger lift into the building to provide access to all three floors. Disabled parking will be provided at the front of the house. Within the public spaces audio hearing loops have been included so that all public meetings are inclusive for people with hearing impairments.

Positive		Negative		Neutral impact		Unknown Impact	
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#### 5. Race and ethnicity

This decision will result in a refurbished modern centre which will benefit all service users. This includes anyone attending Citizenship ceremonies.

We do not envisage there will be negative impacts on employees as no issues were raised through the consultation.

Positive	X	Negative		Neutral impact		Unknown Impact	
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#### 6. Sexual orientation

This decision will result in a refurbished modern centre which will benefit all service users. This includes continuing offering registrars' services for same sex couples and straight couples.

We do not envisage there will be negative impacts on employees as no issues were raised through the consultation.

Positive	X	Negative		Neutral impact		Unknown Impact	
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#### 7. Religion or belief (or no belief)

This decision will result in a refurbished modern centre which will benefit all service users.

We do not envisage there will be negative impacts on employees as no issues were raised through the consultation.

Positive	X	Negative		Neutral impact		Unknown Impact	
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#### 8. Pregnancy and maternity

This decision will result in a refurbished modern centre which will benefit all service users. This includes continuing birth registration after a home birth.

We do not envisage there will be negative impacts on employees as no issues were raised through the consultation.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 9. Marriage and Civil Partnership

This decision will result in a refurbished modern centre which will benefit all service users. This includes continuing offering registrars' services for same sex couples and straight couples.

We do not envisage there will be negative impacts on employees as no issues were raised through the consultation.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 10. Groups that cross two or more equality strands e.g. young black women

N/A

### 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?

The proposal will provide a more modern and accessible civic and registrars space for all communities. This will be beneficial as it will help the Council develop a democratic space fostering good relations with different communities. The building will be designed to be accessible for service users and employees using and working in the building.

### 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
N/A			

**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.**

N/A

**6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:**

N/A

**7. Authorisation**

EqIA approved by Lyn Garner..... (Assistant Director/ Director)	Date .....
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**8. Publication**

*Please ensure the completed EqIA is published in accordance with the Council's policy.*

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