

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

Name of proposal	Social and Economic Business Plan
Service area	Housing, Regeneration, and Planning
Officer completing assessment	Hugh Smith
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	July 2018
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 Haringey Development Vehicle. The Haringey Development Vehicle ('HDV'), the establishment of which was approved by Cabinet in July 2017, would have pursued a programme of targeted programmes and social investment, aligning with and complementing the Borough's broader aims and service provision. The proposal being assessed is to not proceed with the establishment of the HDV and therefore not to implement the SEBP.

While the Council is deciding to reverse its decision of July 2017 to establish the HDV (and therefore to not implement the SEBP), there is no change to the status quo as that decision was never implemented. The Council will review and assess the impacts, in equality terms, of not going ahead with the SEBP as planned.

HDV, through the SEBP, would have worked towards achieving the specific aims of the Strategic Regeneration Framework for Tottenham. For this reason, opportunity pathways created by HDV in education, jobs and health were likely to have been 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 would have worked 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.

The decision not to proceed with the HDV means that the plan to work towards these outcomes through the SEBP will be withdrawn.

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		
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 Hate Crime Offences, Home Office	N/A
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.

1. Demographics

A) Sex¹

	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.

	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 UK². 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) Age³

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 population of

¹ Census 2011

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

³ Census 2011

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.

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%.

D) Disability⁴

	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.

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%

⁴ Census 2011

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.

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 15th largest LGB community in the country⁵. We will need to ensure that the inequalities and discrimination experienced by LGB people are considered throughout this EqIA. We will need to consider the impact on this protected group through the different programmes that could have resulted from the SEBP but will no longer due to the decision not to proceed with the HDV.

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%

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

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 smaller 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.

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 has 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.

I) Marital and civil partnership status⁶

	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.

2. Tackling inequalities – HDV impact themes

⁶ Census 2011

There are a wide range of inequalities that exist in the borough which the HDV would have tried to reduce. The HDV 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

Households in the east of the borough are more likely to live in deprivation, with Northumberland Park experiencing the highest concentration. This 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 would have adopted 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.

The decision to not proceed with the HDV means that these will not occur through the SEBP.

b) Healthy lives

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

Life expectancy

Households in the west of the borough 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 means that younger people, BAME groups and disabled people are more likely to experience these inequalities.

In order to tackle these inequalities, the HDV would have adopted the HDV impact theme of Healthy Lives, which would have empowered people to improve their own health. This would have included 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 would have be healthy for as long as possible
- Residents live independently and fulfilling lives

The decision to not proceed with the HDV means that these aims will not be pursued through the SEBP.

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?CIId=118&MIId=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.

In order to tackle these inequalities, the HDV would have adopted the HDV impact theme of Community Pride, which would have created homes and neighbourhoods where people can thrive. This would have included 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.

The decision to not proceed with the HDV means that these aims will not be pursued through the SEBP.

d) Clean and safe

There has been 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.

There are serious youth and gang crime 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 would have adopted the HDV impact theme of Clean and Safe, which is creating a safer environment where people are proud to live, work and visit. This would have included 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.

The decision to not proceed with the HDV means that these aims will not be pursued through the SEBP.

3. Programmes of the SEBP

The SEBP identified three programmes which would have been developed in the first 100 days of the HDV.

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

A. **Skills and Employment Hub**

There are a range of inequalities related to skills and employment. Below outlines some of the issues that the SEBP would have helped tackle, but will no longer due to the decision not to proceed with the HDV.

- **Sex**

16/17 year olds in Employment, Education or Training

Sex/Gender (June 2017)⁷

<i>Sex/Gender</i>	<i>Haringey</i>	<i>London</i>	<i>England</i>
Female	93.20%	95.3%	92.30%
Male	88.90%	93.20%	90.50%
Total	91.00%	94.20%	91.40%

Haringey is below the London and England average. Females are more likely to be in employment, education or training for 16-17 year olds compared to males.

Employment by sex/gender, 2015⁸

	<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 SEBP would have helped provide more employment opportunities and pre employment support for both genders in Haringey and would have had targeted employment support activities. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- **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.

- **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 in the east of the borough compared to the west of the borough.

⁷ <https://www.gov.uk/government/publications/participation-in-education-and-training-by-local-authority>

⁸ <https://data.london.gov.uk/dataset/london-borough-profiles>

Only 13% of young people in vocational education found sustained employment and training against the England average of 23%. Only 3% were able to enter 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%.⁹ The Skills and Employment Hub would have been located in Northumberland Park to help target this particular age group. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- Disability

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.

- 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.

- 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.

- 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.

- 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,

⁹ Department for Education NEET annual statistics, via [London](#) Datastore

there may be barriers to employment, education and training for pregnant women and women with young children. The Skills and Employment programme would have provided an opportunity to tackle these barriers for female headed lone parent households. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- **Marriage and Civil Partnership status**

The Skills and Employment programme would have treated 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 would have tackled this inequality by increasing the proportion of women and girls into the educational and employment STEM pathway, included female headed lone parent households. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- **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.

- **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 would have included targeting young people, their parents and teachers, which would have covered a range of age groups. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- **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 would have provided opportunities. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- **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 would have helped BAME communities by providing more educational and employment opportunities. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- **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.

- **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.

- **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 would have treated 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 (80) and female (85) life expectancy. However, women in Haringey are more likely to experience shorter healthy life expectancy. The mental health and wellbeing programme would have helped reduce this inequality. The decision not to proceed with the HDV means that this will not occur through the SEBP.

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 would have engaged with young men in order to reduce this inequality¹⁰. The decision not to proceed with the HDV means that this will not occur through the SEBP.

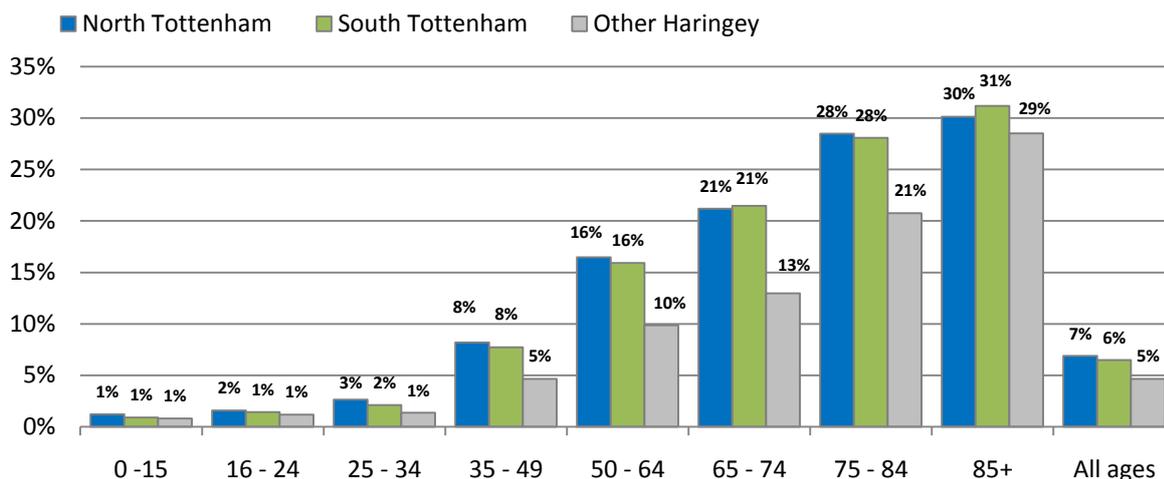
- **Gender reassignment**

¹⁰ http://www.haringey.gov.uk/sites/haringeygovuk/files/final_-_health_and_wellbeing_strategy_2015-18_0.pdf

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 professionals¹¹.

- **Age**

Proportion of people in bad health¹²



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 would have been 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 anxiety¹³.

Development of a programme to promote positive mental health and wellbeing would have helped tackle this inequality. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- **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

¹¹ <https://www.london.gov.uk/sites/default/files/lgbtreportfinal.pdf>

¹² Census 2011 table DC3302EW, available via [Nomis](https://www.nomis.gov.uk).

¹³ http://www.haringey.gov.uk/sites/haringeygovuk/files/final_-_health_and_wellbeing_strategy_2015-18_0.pdf

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.¹⁴

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 among those from BAME backgrounds. The delivery of the mental health and wellbeing programme would have helped improve the wellbeing of people with mental health conditions. The decision not to proceed with the HDV means that this will not occur through the SEBP.

- **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 would have addressed 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. The decision not to proceed with the HDV means that these schemes will not occur through the SEBP.

- **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 population¹⁵.

- **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.

- **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 would have helped improve health issues by making Haringey a healthier place and reducing health inequalities. The decision not to proceed with the HDV means that this will not occur through the SEBP. Additional inequalities have been identified under the 'Sex' protected characteristic.

¹⁴ [Haringey Health and Wellbeing Strategy 2015-18](#)

¹⁵ <https://www.london.gov.uk/sites/default/files/lgbreportfinal.pdf>

- Marriage and Civil Partnership status

The mental health and wellbeing programme would have treated a couple in a civil partnership the same as a couple in a marriage.

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

All consultation and engagement has already taken place.

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?

Tottenham's Future Consultation: In October 2013, Haringey Council commissioned an independent organisation, Soundings, to conduct a thorough five-month consultation exercise called Tottenham's Future, to gather views from the community on their hopes and ambitions for the next 20 years. This included a dedicated focus on the Northumberland Park area. The responses fed into and shaped the council's 'Tottenham Strategic Regeneration Framework' which sets out how the local community's priorities can be achieved.

Tottenham Area Action Plan Consultations: The Authority has prepared the Tottenham Area Action Plan Development Plan Document that puts clear planning guidelines and policies in place to support local people's ambitions for long-term regeneration in Tottenham, bringing thousands of new homes, better access to jobs and employment and improved transport links. The Area Action Plan includes clear policy guidance about how change and development should come forward in the Northumberland Park area. Since 2015, public consultations on the Regulation 18 and Regulation 19 versions of the Area Action Plan have taken place with an Examination in Public happening between August – September 2016.

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 would have helped to tackle these inequalities and would have been built around inclusive practices. The decision not to proceed with the HDV means that this will not occur through the SEBP.

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

Positive		Negative	X	Neutral impact		Unknown Impact	
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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 would have helped to tackle these inequalities and would have be built around inclusive practices. The decision not to proceed with the HDV means that this will not occur through the SEBP.

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

Positive		Negative	X	Neutral impact		Unknown Impact	
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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 would have helped to tackle these inequalities and would have been built around inclusive practices. The decision not to proceed with the HDV means that this will not occur through the SEBP.

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

Positive		Negative	X	Neutral impact		Unknown Impact	
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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 would have helped to tackle these inequalities and would have been built around inclusive practices. The decision not to proceed with the HDV means that this will not occur through the SEBP.

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

Positive		Negative	X	Neutral impact		Unknown Impact	
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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 would have helped to tackle these inequalities and would have been built around inclusive practices. The decision not to proceed with the HDV means that this will not occur through the SEBP.

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

Positive		Negative	X	Neutral impact		Unknown Impact	
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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 would have helped to tackle these inequalities and would have be built around inclusive practices. The decision not to proceed with the HDV means that this will

not occur through the SEBP.

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

Positive		Negative	X	Neutral impact		Unknown Impact	
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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 would have helped to tackle these inequalities and would have been built around inclusive practices. The decision not to proceed with the HDV means that this will not occur through the SEBP.

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

Positive		Negative	X	Neutral impact		Unknown Impact	
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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 would have helped to tackle these inequalities and would have been built around inclusive practices. The decision not to proceed with the HDV means that this will not occur through the SEBP.

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

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

The programmes in the SEBP would have treated a couple who are in a civil partnership the same as in a marriage.

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

There are many intersectionary issues and inequalities which the SEBP would have attempted 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?**

The decision not to proceed with the HDV will not have a direct positive or negative impact on individuals or groups with protected characteristics relative to current circumstances. Rather, the decision not to proceed represents the removal of an option for achieving certain objectives rather than a change in those objectives.

As set out above, to the extent that implementation of the SEBP would have had a positive impact on those with protected characteristics, those benefits will no longer materialise (or at least until such time as the Council pursues alternative options to meet its objectives).

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 EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA 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>	
Adjust the proposal: the EqIA 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	Y
Stop and remove the proposal: 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
Withdrawal of the HDV as the means of achieving corporate objectives. All protected characteristics	Pursue alternative options to achieve corporate objectives	Helen Fisher	2018/19

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:	Date
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8. Publication

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

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