

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM for service delivery



Service: Strategy & Business Intelligence

Directorate: Chief Executives

Title of Proposal: Equal Opportunities Policy and Equality Objectives

Lead Officer (author of the proposal): Arleen Brown

Names of other Officers involved: Inno Amadi, Zakir Chaudhry,

Statement of purpose

In making this proposal, we have been mindful of our public sector equality duty to have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity between different groups and;
- foster good relations between groups in Haringey.

In addition we are committed to ensuring that we promote social inclusion in all council services making sure that they address the needs of those vulnerable residents who rely most heavily on them. The most socially excluded residents predominantly have the protected characteristics defined in the Equality Act 2010.

The purpose of this assessment is to:

- a) Identify whether and to what extent this proposal: could produce disadvantage or enhance opportunity for any groups with the protected characteristics defined in the Equality Act 2010;
- b) Establish whether the potential disadvantage is significant enough to call for special measures to remove or reduce the disadvantage;
- c) Identify and set out the measures that will be taken to remove or reduce the disadvantage;
- d) Where mitigation measures are not possible, to set out and explain why;
- e) Ensure that Members are fully aware of the implications the proposal may have for the Council's public sector equality duty before they decide on the proposal.

Step 1 - Identify the aims of the Proposal

State:

- a) What problems the proposal is intended to address*
- b) What effects it is intended to achieve*
- c) Which group(s) it is intended to benefit and how*

Our Equal Opportunities Policy (EOP) sets out the Council's commitment to promoting equality of opportunity to everyone in Haringey. It sets out how we will meet the requirements for the Equality Act 2010 and deliver our Public Sector Equality Duty.

The Equality Act 2010 brings together the provisions of previous equality rights legislation into a single framework and creates a single equality duty. It introduces the term "protected characteristics" to describe the groups to whom it gives protection, and includes persons that share the characteristics of;

- Age
- Disability
- Gender Reassignment
- Pregnancy & maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation
- Marriage or civil partnership

The aim of this Policy is to create: *'A council which ensures the provision of services appropriate to local need, valued by all and delivered by staff who reflect the diverse communities we serve'*.

This will be achieved by promoting and demonstrating fairness and equality of opportunity in:

1. Provision of services - this means

- Fair **access** to services
- Fair **treatment** while accessing and receiving services
- Equal **quality** of service offered
- Fair **outcomes** for all service users.

2. Employment of staff - this means

- Fair **access** to jobs
- Fair **treatment** in employment
- Fair **access** to training and development opportunities
- The **right** of every employee:
 - Not to be discriminated against, harassed, victimised or bullied;
 - To make a complaint when they feel they have been unfairly treated, harassed or bullied and to have their complaints acted upon.
 - To challenge and bring discriminatory acts and behaviour to the attention of an appropriate person for action
 - To be respected and valued for who they are and for what they contribute

- Not to discriminate, harass, victimize or bully another employee; to respect other employees and value them for who they are and for what they contribute to the work of the Council.

3. Procurement and commissioning, through procurement and commissioning systems and processes that are:

- Fair
- Accessible to all
- Transparent
- Consistent with our public sector equality duty

4. Achieving progress against clear and specific equality objectives and related targets

The Council will work towards the aims of the Equal Opportunity Policy through delivering of a set of equality objectives agreed every four years in consultation with local people. The key objectives will be based around addressing any inequality in the:

- Provision of services (across employment, housing, education, health & crime)
- Employment of staff
- procurement and commissioning processes

The purpose and aims of this equality impact assessment is to determine how the Council meet's the general duty to support the delivery of the Equal Opportunity Policy, by focusing on one of the specific duties which is to *"set and publish equality objectives that are evidenced based and are specific, relevant and above all measurable"*.

The objectives will cover employment, housing, education, health, crime, procurement, and ensuring a balanced workforce. The equality impact assessment (EQIA) will be done by evaluating how well the equality objectives have been set for **2012 – 2013** across the protected characteristics.

Specifically, it will examine the equality objectives we have proposed and highlight any gaps across the protected groups.

Proposed Equality Objectives	
1.Provision of services	
Employment	To develop work and skills programmes to help Black and minority ethnic (BME) communities, young people and disabled people find work
Housing	To ensure that our housing allocation processes do not negatively impact on any of the protected groups.
Education	To narrow the gap amongst the following under-performing groups <ul style="list-style-type: none"> - African, Caribbean, Turkish and Kurdish pupils - Children eligible for Free School Meals - Boys - Looked After Children -
Health	<ul style="list-style-type: none"> - To improve early maternity services booking rate, particularly for pregnant African women - To further support people with mental illness

	To reduce the gap in male life expectancy between the east and the west of the borough
Crime	To further support young people who are victims of crime
2. Employment of staff	To produce and publish a headcount profile of the Council's workforce covering all equalities protected characteristics, analysing and evaluating these and taking appropriate corrective action
3. Procurement and commissioning	To promote the Equal Opportunity Policy through procurement and commissioning

Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at presently, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The Haringey Borough Profile (can be found on the Website) will help you to make comparisons against Haringey's population size.

2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:

- *are significantly under/over represented in the use of the service, when compared to their population size?*
- *have raised concerns about access to services or quality of services?*
- *appear to be receiving differential outcomes in comparison to other groups?*

About 225,000 people live in Haringey: women and men, disabled and non disabled people, ethnic minorities and white British, old and young, heterosexual lesbian and gay, faith and non-faith communities. Each of these groups will have a different experience in receiving and accessing services and employment within the Council.

Employment

Haringey has some of the most deprived areas in the country. The majority of these are in the east of the borough, which is populated predominantly by Black and minority ethnic communities and characterised by among other things:

- higher than average levels of unemployment
- lower levels of skills and qualifications
- lower than borough average rate of self-employment

- Haringey has historically been an area with high levels of worklessness even during the period of robust national economic performance between 1992 and 2008.

The employment rate in Haringey is currently (October 2009 to September 2010) 61.7%, not significantly different from the rate observed when this data series began – 62.2% (October 2004 to September 2005). This employment rate ranks amongst the 5% lowest across all English local authority district areas.

The current employment rate in Haringey is below the London and England rates of 68.2% and 70.5% respectively. Even when the employment rate in Haringey peaked at 67.6% (October 2006 to September 2007) it only matched London lowest observed employment rate across the time series (October 2005 to September 2006) and remained lower than the national employment rate.

Employment rate table, all people aged 16-64, October 2004-September 2005 to October 2009-September 2010

	Oct 04- Sep 05	Oct 05- Sep 06	Oct 06- Sep 07	Oct 07- Sep 08	Oct 08- Sep 09	Oct 09- Sep 10
Haringey	62.2	65.3	67.6	63.3	62.7	61.7
London	68.4	67.6	68.9	69.5	68.3	68.2
England	72.9	72.5	72.6	72.6	71.1	70.5

Looking at age, the employment rates for the 25-34 and 35-49 age groups in Haringey, at 71.9% and 70.8% respectively, are significantly higher than the rates for the 16-24 and 50+ age groups of 34.7% and 35.6% respectively. This is a pattern that's reflected across London and England although the age based employment rates across these geographies are higher than those observed in Haringey. More analysis of the 16-24 and 50+ age groups will be presented below.

Employment rate by age table, Haringey, October 2004-September 2005 to October 2009-September 2010

	Oct 04-Sep 05	Oct 05-Sep 06	Oct 06-Sep 07	Oct 07-Sep 08	Oct 08-Sep 09	Oct 09-Sep 10
16-24	35.4	35.6	31.9	31.6	38.6	34.7
25-34	73.3	75.3	84.3	81.5	77.6	71.9
35-49	68.8	72.1	71.9	66.6	70.6	70.8
50+	38.7	41.6	42.3	37.2	32.4	35.6

Employment rate by age table, London, October 2004-September 2005 to October 2009-September 2010

	Oct 04-Sep 05	Oct 05-Sep 06	Oct 06-Sep 07	Oct 07-Sep 08	Oct 08-Sep 09	Oct 09-Sep 10
16-24	44.9	45.3	46.8	47.0	44.9	41.9
25-34	75.5	74.6	76.9	78.3	76.5	76.9
35-49	76.3	75.2	76.0	76.4	76.2	76.2
50+	39.3	39.1	39.8	40.2	39.7	40.2

Employment rate by age table, England, October 2004-September 2005 to October 2009-September 2010

	Oct 04-Sep 05	Oct 05-Sep 06	Oct 06-Sep 07	Oct 07-Sep 08	Oct 08-Sep 09	Oct 09-Sep 10
16-24	58.9	57.1	57.0	56.7	53.3	50.7
25-34	79.6	79.2	80.1	80.2	78.3	77.9
35-49	82.3	82.1	82.2	82.2	81.3	81.0
50+	37.9	38.3	38.5	38.8	38.6	38.8

The 16-24 employment rate in Haringey, currently 34.7%, has fallen from the peak of 38.6% observed over the period October 2008-September 2009 and remains below the London and England rates of 41.9% and 50.7% respectively; the 16-24 employment rates across London and England have also fallen in recent years.

The 50+ employment rate has fallen sharply in Haringey from a peak of 42.3% (October 2006-September 2007) to the current figure of 35.6%. At its peak the 50+ employment rate in Haringey was higher than the London and England rates (39.8% and 38.5% respectively) but is now currently below them (40.2% and 38.8% respectively).

In terms of gender, the male employment rate in Haringey is currently 69.6% and has remained reasonably stable since the period October 2004-September 2005. Despite the male employment rate in Haringey being lower than the comparable rates in London (74.9%) and England (75.7%) it is significantly higher than the female employment rate of 53.1%; in fact the female employment in Haringey is currently the lowest it has been since the data series began and is lower than the London and England rates of 61.3% and 65.3% respectively.

The **ethnic minority** employment rate in Haringey is currently 50.1%; although remaining reasonably stable over the data series period, it is down from the peak of 54.6% observed over the period October 2006-September 2007 and is lower than the London and England rates – both 58.9%

The ethnic minority¹ employment rate in Haringey is significantly lower than the employment rate for white people², which currently stands at 68.9%. However, it should be noted that the employment rate for white people in Haringey is significantly lower than the comparable rates in London (73.4%) and England (72.2%).

Employment rate by ethnicity table, October 2004-September 2005 to October 2009-September 2010

	Oct 04-Sep 05	Oct 05-Sep 06	Oct 06-Sep 07	Oct 07-Sep 08	Oct 08-Sep 09	Oct 09-Sep 10
Haringey - white	71.0	72.3	76.4	71.3	73.7	68.9
Haringey - non white	46.7	53.4	54.6	50.5	49.1	50.1
London - white	73.9	73.2	73.9	74.5	73.8	73.4
London - non white	57.2	57.0	59.7	60.4	58.4	58.9
England - white	74.7	74.3	74.3	74.4	72.9	72.2
England - non white	58.7	58.5	59.7	60.2	58.6	58.9

¹ The definition of ethnic minority in this instance includes the following ethnic groups: Mixed White and Black Caribbean, Mixed White and Black African, Mixed White and Asian, Other Mixed, Indian, Pakistani, Bangladeshi, Other Asian, Black Caribbean, Black African, Other Black, Chinese and Other.

² The definition of white in this instance includes the following ethnic groups: White British, Irish and Other White

The employment rate for disabled people in Haringey is currently 34.4%. Although it has risen consistently for the past year, the rate is down from the peak observed over the period October 2006-September 2007 – 39.9%; it is also lower than the London and England rates of 45.3% and 49.3% respectively.

The employment rate for disabled people in Haringey is significantly lower than the comparable rate for non-disabled people, which is currently 67.8%. However, the employment rate for non-disabled people in the borough is below the London and England rates of 72.7% and 75.7% respectively.

Employment rate by disability table, October 2004-September 2005 to October 2009-September 2010

	Oct 04- Sep 05	Oct 05- Sep 06	Oct 06- Sep 07	Oct 07- Sep 08	Oct 08- Sep 09	Oct 09- Sep 10
Haringey - disabled	28.0	34.7	39.9	28.3	28.3	34.4
Haringey - not disabled	69.2	70.1	72.7	70.2	68.2	67.8
London - disabled	43.9	43.7	44.3	43.6	44.0	45.3
London - not disabled	73.0	72.2	73.4	74.4	72.8	72.7
England - disabled	49.0	48.8	48.5	49.1	48.8	49.3
England - not disabled	78.5	77.9	78.0	77.9	76.2	75.7

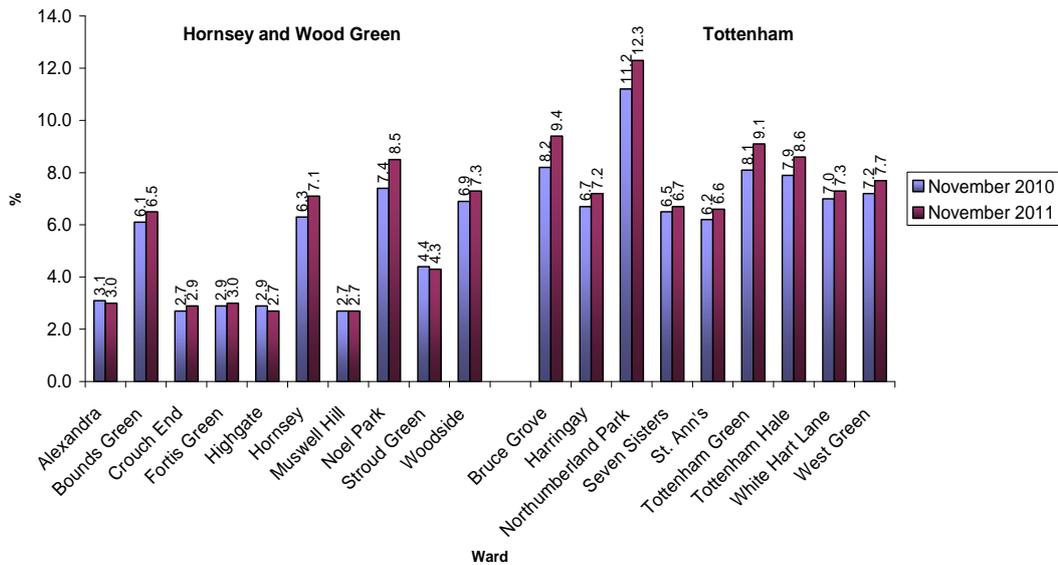
As at November 2010, there were 27,260 people in Haringey claiming out-of-work benefits (OOWB)³, equating to 17.0% of the population aged 16-64. The OOWB claim rate in the borough has fallen since the start of the data series (November 1999) where the rate observed was 22.1%. However, despite this improvement Haringey's OOWB claim rate remains significantly above the London and England rates of 12.5% and 11.8% respectively.

Job seekers allowance

- 10,501 people claim Job Seekers Allowance (JSA) in Haringey. This is 6.6% of the working age population (London 4.4%, England 3.8%).
- The percentage of claimants in the Tottenham constituency is 8.3% compared to 4.8% in the Hornsey and Wood Green constituency.
- 6,499 males claim JSA in Haringey. This is 7.9% of the male working age population (London 5.2%, England 5%).
- 4,002 women claim JSA in Haringey. This is 5.2% of the female working age population. (London 3.4%, England 2.6%).
- The following chart shows the percentage of JSA claimants in November 2011 in the different wards. 1,063 people in the Northumberland Park ward claim JSA. This is 12.3% of the working age population. This is the highest proportion in London.

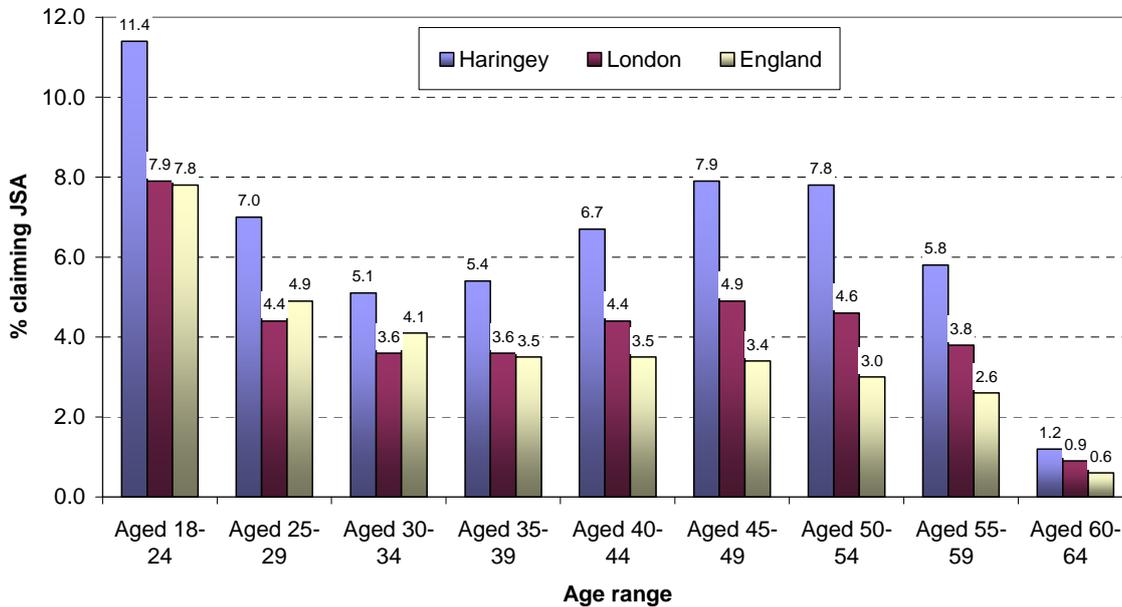
³ Out of work benefits include: Job Seekers Allowance, Incapacity Benefits, Employment and Support Allowance, Income Support and Pension (where the person is under State Pension age)

Percentage of working age population claiming JSA in wards November 2010 and November 2011



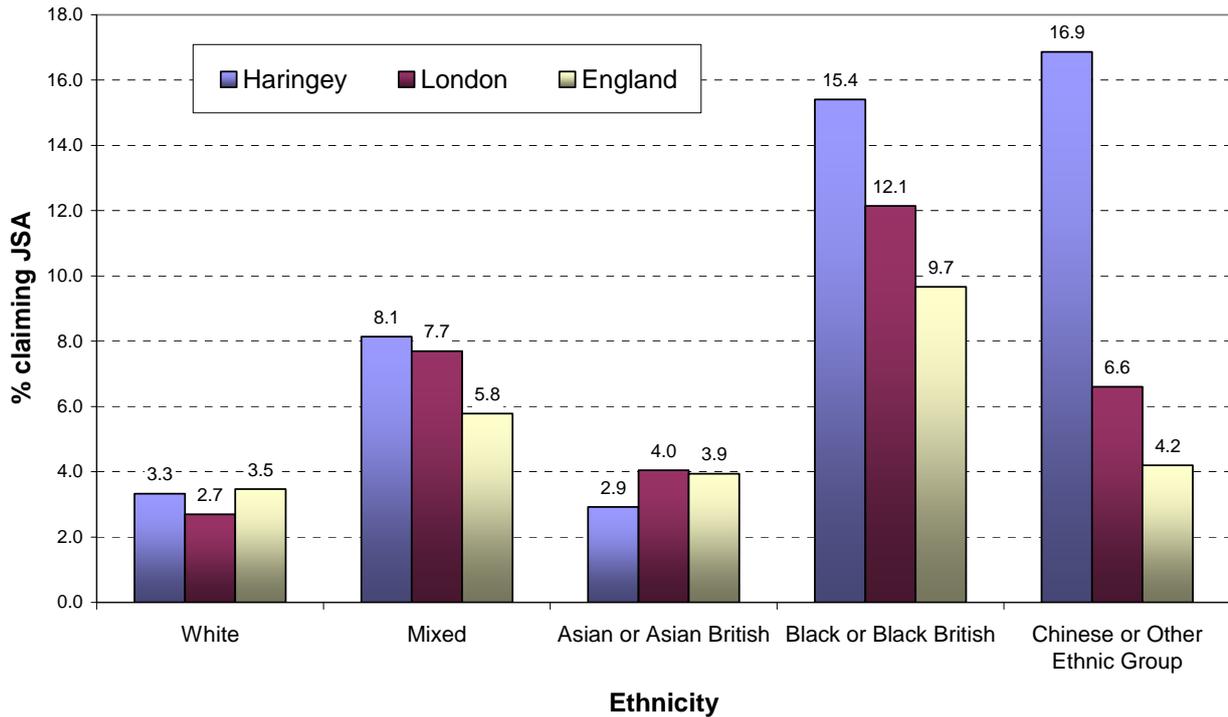
The chart below shows the percentage of JSA claimants in November 2011 by different age groups. 2,275 18-24 year olds claim JSA in Haringey. This is 11.4% of the total 18-24 population (London 7.9%, England 7.8%). This is the third highest rate in London.

JSA claimants by age, November 2011



- In October 2011 there were 10,580 people claiming JSA. 34.1% were Black or Black British and 33% were White.
- The following table shows what percentage of the 16-64 population in each ethnic group that claim JSA. In Haringey, 16.9% of the Chinese or other Ethnic Group claim JSA (London 6.6%, England 4.2%). 15.4% of the Black or Black British claim JSA (London 12.1%, England 9.7%)

JSA claimants by ethnicity



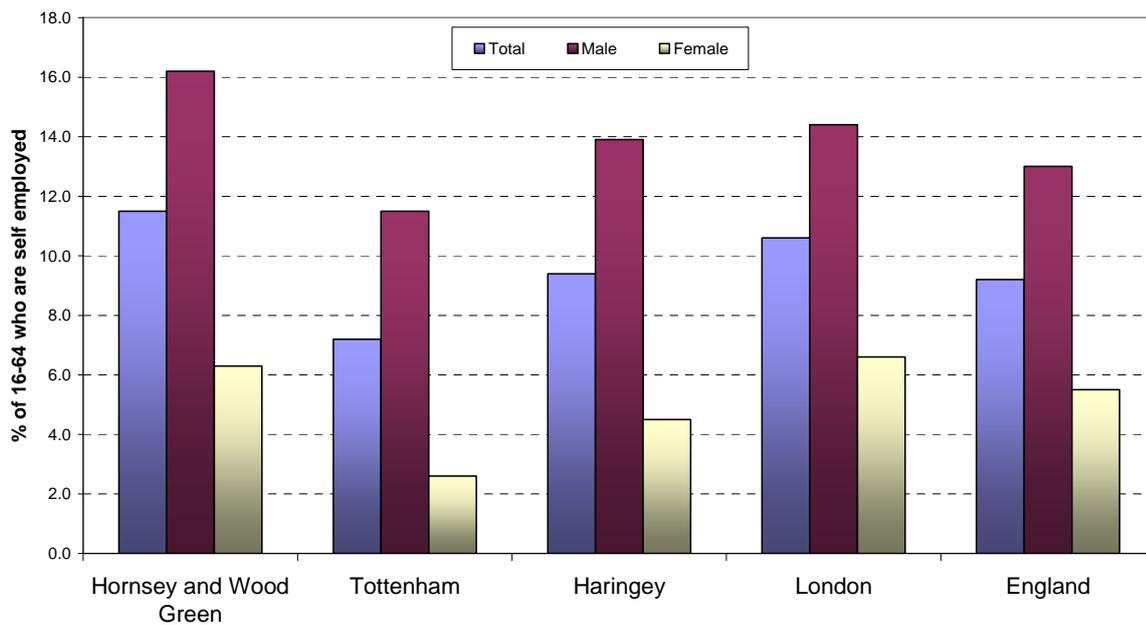
Self employed population

In March 2011 9.4% of the 16-64 population in Haringey were self employed. (London 10.6% England 9.2%)

In the Tottenham parliamentary constituency only 7.2% of the 16-64 population are self employed.

% of 16-64 year olds who are self employed - March 2011

Source: Annual population survey



Housing – Allocations & Homelessness

The level of homelessness acceptances in Haringey reflects the level of poverty and deprivation in the borough. In 2010/11 Haringey accepted 494 households, the 4th highest in London.

Just over a third of all households accepted became homeless because they were asked to leave by a parent, family or friends; 17% had their private sector assured short hold tenancies brought to an end. In 75% of these cases, landlords ended the tenancy without declaring any grounds relating to a breach of tenancy.

Applicants of Black origin are over represented both as homeless applicants accepted by the Council and as applicants on the Council's Housing Register. In 2010/11 41% of applicants were of black origin, compared with 16% of the population in Haringey. This is not unique to Haringey 34% of homeless applicants across London are of Black origin.

The ethnic group identified as 'other' is also over represented among Haringey applicants. This may be due to newer European migrant communities self -identifying in this category rather than in the expected 'white other' group.

There are currently 9,000 households on Haringey's Housing Register. The chart below provides the breakdown of Housing register applicants by ethnic group, compared with all Haringey residents.

	Housing Register 2011 ⁴	Mid Year Population Estimates (Haringey) 2009
White	38.3%	66%
Black or Black British	40.0%	16%
Asian or Asian British	6.3%	10%
Mixed	3.1%	4%
Other	8.9%	4%
No response	3.0%	
Total	100%	100%

- Half of the households accepted were lone parents and almost 60% of all households had dependant children.
- Single vulnerable people made up 39% of all accepted applicants.
- In October 2011 there were 3110 households in TA (2339 fewer than in January 2008).
- In 2010/11 Social Services assisted 105 16/17 years olds who said they had no-where to live

Housing Allocations

Haringey's Housing Register is a local register of housing need. All applicants seeking social housing in Haringey must apply through its Housing Register.

The demand for housing exceeds supply and the Housing Register exists to enable the Housing Allocations Policy to prioritise those households that are in greatest need and to maximise their opportunities for re-housing.

The Register also provides information on local needs which the Council and its partners use to develop new affordable housing.

The Housing Allocations Policy sets out:

- The objectives of the Housing Allocations Scheme
- How the Housing Register operates
- Who is eligible to be re-housed
- How applicants' housing needs are assessed
- How social rented homes are let
- How the choice based lettings allocations scheme operates

The Housing Allocations Scheme will operate through a choice - based lettings (CBL) IT system and a Housing Allocations Policy. However, there may be local variations in order to make best use of social housing, in which case eligibility for properties will be clearly labelled in the advertisement. The system is designed to be easy to use, and allows applicants to have an understanding of their housing situation, enabling them to make the best choice from the full range of housing options available to them.

The following points have been summarised from the EqIA in 2010 based on the new Lettings Policy, however further work is needed to ensure the allocation processes do not negatively impact on any of the protected groups;

Age

No change from points to Band based Allocations system. Young people are a priority group for the Homelessness Strategy. Recommendations include better integration of homelessness services, with increased emphasis on early intervention and prevention services.

Disability

No change from points to Band based Allocations system. There is currently insufficient data regarding disabled people. Further investigation is proposed into categories of disability amongst applicants in housing need.

Race

No change from points to Band based Allocations system. Race is identified in the Homelessness Strategy as a major factor in homelessness and housing need in Haringey. Black African and Black Caribbean groups are identified as priority and reasons for homelessness amongst these groups identified.

Gender

No change from points to Band based Allocations system. Single men and women are identified as priority within the homelessness strategy. Particularly identified are young single female parents and women made homeless through domestic violence.

Religion

No change from points to Band based Allocations system. Religion has not been identified as a major barrier to accessing housing services. However, this assessment recognises that ethnicity and religion are often closely related. Groups with high levels of homelessness such as Black African and Caribbean people are nationally more likely to be Christian or Muslim so places of worship should be used to target these groups

Sexual Orientation

No change from points to Band based Allocations system. This assessment recognises that there is currently insufficient data to assess whether lesbian, gay, bisexual, or transsexual groups are over represented amongst those in housing need. There is currently no evidence to suggest that a person's sexuality will influence their access to housing provision.

Education- Children's Plan 2009-2020

Inequalities in Education Attainment – Ethnicity

The three tables below show the overall numbers of pupils attending Haringey schools. Tables 1 and 2 show the ethnic groups in primary and secondary schools. Table 3 shows the number of pupils in each year group. The annual Haringey analysis of tests and exams gives much more detailed information on all the numerically significant ethnic groups in Haringey schools. This is available on request.

Table1

Ethnicity	Primary Girls	Primary Boys	Primary Total	Primary % of Total
Asian	729	731	1460	7%
Black British/African	1938	2074	4012	18%
Black British/Caribbean	1210	1236	2446	11%
Other Ethnic minorities	4817	5239	10056	45%
White British	2113	2271	4384	20%
Grand Total	10807	11551	22358	100%

Table 2

Ethnicity	Secondary Girls	Secondary Boys	Secondary Total	Secondary % of Total
Asian	475	455	930	7%
Black British/African	1163	1154	2317	17%
Black British/Caribbean	829	798	1627	12%
Other Ethnic minorities	3194	3435	6629	49%
White British	1005	1053	2058	15%
Grand Total	6666	6895	13561	100%

Table 3

Year group	Girls	Boys	Total
Nursery	1329	1418	2747
Reception	1445	1553	2998
Year 1	1403	1607	3010
Year 2	1478	1540	3018
Year 3	1375	1534	2909
Year 4	1385	1353	2738
Year 5	1257	1387	2644
Year 6	1319	1352	2671
Year 7	1045	1132	2177
Year 8	1072	1113	2185
Year 9	1111	1151	2262
Year 10	1126	1154	2280
Year 11	1091	1092	2183
Post 16	1239	1273	2512
Grand Total	17675	18659	36334

Overall, the percentage of Haringey pupils achieving 5+ A* - C (including English and Mathematics) grades at Key Stage 4 continues to show an upward trend and is closing the gap with the England average (Haringey 57%, England 58% in 2011). However, there remain significant gaps between

some ethnic groups., 74% of White British pupils achieve these grade bands as against 56% of African, 42% of Caribbean, 42% of Turkish and 27% of Kurdish pupils. The attainment of White British pupils in Haringey is significantly above their national ethnic peers (74% v 55%), whereas for African and African Caribbean pupils, results are more in line with national ethnic peers (56% v 53% and 42% v 44%) respectively. There is no national data available for Turkish and Kurdish pupils. (Note: national ethnic data is from 2010). **(The total number of pupils in this year group were: White British 365, African 375, Caribbean 292, Turkish 158, Kurdish 75)**

At Key Stage 2 (end of primary school), the overall Haringey result for percentage of pupils achieving level 4 or above in combined English and maths is 71% (England 74%). 86% of White British pupils attain this level compared to 68% for African pupils, 64% Caribbean, 54% Turkish and 68% Kurdish. There is a similar pattern in attainment when compared to national ethnic peers as at GCSE. Haringey White British pupils achieve above their national peers, but African and Caribbean pupils achieve slightly below their national peers. **(The total number of pupils in this year group were: White British 492, African 487, Caribbean 318, Turkish 175, Kurdish 78)**

At Key Stage 1 (end of infants) the main inequalities are at the higher levels, that is pupils achieving level 3. The England and Haringey averages for level 3 reading are 26% and 21% respectively. In Haringey 44% of White British pupils achieve this level compared to 14% of African pupils, 13% Caribbean, 2% Turkish and 0% Kurdish. **(The total number of pupils in this year group were: White British 600, African 506, Caribbean 344, Turkish 235, Kurdish 52)**

Inequalities in Education Attainment - Sex (formerly Gender)

In nearly all areas of tests and exams , boys consistently and in some cases significantly achieve lower than girls. In the Early Years Foundation Stage 46% of boys compared to 64% of girls achieve a good level of development. At Key Stage 2, 75% of boys compared to 85% of girls achieve level 4+ in English (England results are 77% v 86%). Results in maths are 78% for boys compared to 77% for girls. (England 80% for both). At GCSE, 54% of boys compared to 59% of girls achieve 5+ A* - C (including English and maths).

Looked After Children

The attainment of Looked After Children (LAC) is still significantly lower than the overall levels of Haringey pupils at all the key stages. At Key Stage 2 42% of Haringey LAC attained level 4+ in both English and maths compared to 71% for all Haringey pupils. The England figures are 40% and 74% respectively. At GCSE 10% of Haringey LAC attained 5+ A* - C (including English and maths) compared to 57% for all Haringey pupils. The England figures are 13% and 58% respectively.

Ethnicity	Eligible for free school meals	Number of children	% of children eligible for free school meals
White Irish Traveller	60	81	74
Black African	2584	4826	54
Any Other	968	2121	46
Black Other	205	498	41
White Other	2294	6119	37
Black Caribbean	1222	3267	37
Mixed White Caribbean	354	963	37
Mixed White African	129	373	35
Bangladeshi	283	823	34
White Irish	84	295	28
Refused/Not obtained	94	332	28

Mixed Other	329	1232	27
Chinese	40	151	26
Pakistani	72	281	26
Asian Other	103	415	25
Indian	86	352	24
White Gypsy/Roma	39	213	18
White British	682	5427	13
Mixed White Asian	26	288	9
Grand Total	9654	28057	34

74% of White Irish Traveller children, 54% of Black African, 37% of White Other and Black Caribbean children are eligible for free school meals.

There are significant differences in attainment between Free School Meal (FSM) and Non-Free School Meal pupils, and this is significant at all the key stages. In the Early Years Foundation Stage, 44% of children eligible for FSM compared to 59% of non eligible children achieve a good level of development. At Key Stage 2, the percentage of FSM pupils achieving level 4+ in both English and maths is 62% compared to non FSM pupils 76%. At GCSE in the 5+ A* - C (including English and maths) results the figures are 46% compared to 63%. These inequality gaps in Haringey are generally smaller than national gaps.

Health – Health & Wellbeing Strategy 2012 -2015

Haringey has high levels of child poverty

The 8th highest proportion of children living in poverty in the UK (7th in London). There are an estimated 22,600 children (39%) living in poverty, largely in the east of the borough.

Over the last two years, numbers of children looked after have increased to over 600; numbers subject to a child protection plan have increased to over 300. This is a trend not exclusive to Haringey but seen nationally. 58% of children do not have a good level of development in Haringey.⁵

Haringey has a high infant mortality rate

While the infant mortality rate for England is at an all time low, rates in Haringey are higher than those for England and London. The infant mortality rate for 2007/09 was 4.8 per 1,000 births. There has been a steady decline in the infant mortality rate in Haringey from a peak in 2003-05.

Haringey has a high teenage pregnancy rate

- The teenage pregnancy rate has shown an encouraging decrease of 18% since 1998.
- The 2009 rate of 51.1 per 1000 is higher than England's and London's rate.
- Teenage pregnancy is significantly higher in the east of the borough.

Haringey has a high child obesity rate

- Childhood obesity rates are higher than the London and England average
- One in four children aged 4-5 are overweight or obese; they live particularly in the east of the borough.
- Children in Year 6 from BME groups (black Caribbean 30% and black African 25.5%) are more likely to be obese than white British children (8.4%).

There is significant inequality in male life expectancy in Haringey

- Although life expectancy is increasing nationally and in Haringey, men in the east of the borough die on average nine years younger than men in the west

⁵ The local authorities with the largest percentage of children (69%) achieving a good level of development at age five are Solihull in the West Midlands and Richmond upon Thames

- The diseases most responsible for this life expectancy gap are cardiovascular disease (which includes heart disease and stroke) (28%) and cancers (25%)

Haringey has a high number of smokers

- Smoking, as the major risk factor for cardiovascular disease and cancers, contributes to 50% of the life expectancy gap
- Over 50 000 adults smoke in Haringey, which has a high level of smoking (28.6% in men, 24.2 % in women), largely concentrated in the east of the borough
- Some groups have a particularly high nicotine dependence such as Turkish, Bangladeshi and Irish men.
- There were 260 deaths in Haringey related to smoking between 2006 and 2008, with 1,120 hospital admissions, at a cost of nearly £2.6million.

Alcohol-related harm is increasing in Haringey

- Haringey's alcohol-related hospital admissions rates have almost doubled in the period 2002/03-2009/10 for both men and women, with middle aged and older men accounting for the majority
- Alcohol-related death in men is higher than London and England

Many children experience poor mental health and wellbeing:

- Anecdotal evidence following the Tottenham riots suggested children and young people living in Tottenham had increased anxiety and concerns regarding their personal safety.
- The Haringey Youth Offending service has a caseload of 530: 3% serving a custodial sentence, 3% on bail or remand; and 10% children in care (June 2010).
- There are an estimated 2,568 children of 43,000 aged 5-16 with mental health problems; this is predicted to increase by 8.1% to 2,650 by 2013
- An estimated 379 of 15-25 year olds are problem drug users, 215 are in treatment

Haringey has high levels of severe and enduring mental illness:

- Haringey has a particularly high level of severe mental illness, concentrated in the east of the borough – it has the 3rd highest rate of psychotic disorder in London.
- Haringey has high levels of psychotic disorders (including schizophrenia and bipolar disorder) and is ranked third in London; 3,230 patients were registered with GPs as having a psychotic disorder; 842 patients in the west, and 2388 in the east (2009/10 NHS Quality and Outcomes Framework).
- In Haringey, patients from black or black British ethnic groups account for 20% of the population, but represent 46% of all admissions for schizophrenia and 39% of all admissions for bipolar disorder/mania.
- There are more people with dementia in the west of the borough due to the greater proportion of older people.
- In 2007-9, the suicide rate of 9.2% for Haringey was not significantly different than the London average of 7.9%.
- The need for inpatient services for severe mental illness is 60% higher than the England average and similar to London (London Adult Mental Health Scorecard 2011).

Haringey has a high level of drug misuse:

- Haringey has an estimated 2,420 problematic drug users (primary crack cocaine or heroin users) along with users of other substances such as Cannabis, Khat, and benzodiazepines.
 - The most represented age group is people in their twenties (37%).
 - Many are poly substance misusers
 - A third have a co-existing mental health problem, particularly prevalent amongst some BME groups, younger users and those in or referred from the criminal justice system
 - Over 25% of women had a mental health issue, lower than men (30%).
 - Nearly half have children

- 67% are unemployed.

Crime – Community Safety Strategy 2011-2014

Public perception

The 2009/10 Residents Survey shows that crime remains a key priority for Haringey residents, and is consistently listed as residents' top concern;

- In 2009/10, 85% of residents felt very safe or fairly safe outside during the day; up 9% from 2008/9.
- Night time safety perceptions have increased significantly by 10% since 2008/09, with 53% now feeling very safe or fairly safe.
- The number of respondents feeling either very unsafe or fairly unsafe has fallen year-on-year from 39% in 2007/08 to 31% in 2009/10.
- Resident's fear of crime still corresponds with actual high crime neighbourhoods.

The 2009/10 Young Peoples Survey shows that:

- Crime also remains young people's top concern although the level of concern has reduced significantly from 56% in 2008/09 to 41% this year.
- Concern among young people about bad behaviour has increased notably from 27% in 2008/09 to 40% in 2009/10, making it the second highest area of concern behind crime.

Crime by locality:

- The Vulnerable Localities Index (VLI) and the Multiple Deprivation Index (MDI) both show that Northumberland Park in the east of the borough is the most challenging crime and disorder hotspot in Haringey, being the area of the borough most severely affected by crime and anti-social behaviours.
- In Haringey, the most common types of crime by volume are violence against the person, motor vehicle crime, burglary and criminal damage (which is often linked to burglary or motor vehicle crime).
- Disorder is often co-located with crime in the east of the borough but tends to be more tightly focused along the commercial venues on Wood Green High Road and Tottenham High Road.
- Overall, disorder and violent crime tends to occur predominantly around the transport hubs (particularly around Seven Sisters and up Tottenham High Road into Northumberland Park). Personal robbery is also prevalent in these areas. The Wood Green/Turnpike Lane corridor also sees high levels of some crime types.
- Acquisitive crime such as burglary and motor vehicle crime are spread throughout the residential areas of the borough but tend to be higher in the east. The high crime locations correlate strongly with areas of multiple deprivation and this is acute in the north-east of the borough.
- People in their 20s are more likely than others to be victims of crime especially as a percentage of the local population.
- Children and youths up to age 17 are disproportionately likely to be victims of personal robbery (37.6% of victims), probably due to the fact they routinely carry 'craved' high value items such as mobile phones and iPods. Of greater concern is their increased vulnerability to serious violence and sexual offences including most serious violence (17.4% of victims), other violence (45.2%), rape (28.1%) and other sexual offences (36.2%).

Offenders/accused:

- Over a third (36.8%) of accused is aged 18-24. – by far the largest group of offenders by age. There is a jump in offending at age 18 but, after the age of 40, people are less likely to offend.

- Approximately 60% of the 10-19⁶ population lives in the east and 40% in the west. 22% of all flagged calls to the ASBAT were identified as youth related disorder.
- The ethnicity of accused persons suggests an under-representation of White Other and Asian and an over-representation of Black African and Caribbean relative to their numbers in the population.

Gender-Based crime and Domestic Violence - Male on female

- Almost half (46.6%) of all crime in Haringey is Male on Female;
- Male on male crime is 40.2%). This trend is particularly apparent for violent and sexual crime types with 56.2% of these crimes committed by men against women. Many of these incidents relate to domestic violence.
- There are 9 Super Output Areas (SOA)⁷ identified as having a rate greater than twice the borough average. All of these were located in the east of the borough with Northumberland Park, Seven Sisters and Noel Park⁸ each having two SOAs.

Hate crime and Anti-Social Behaviour

Over half (55%) of all calls to the ASBAT were for 'Verbal abuse/harassment & intimidation.

Procurement ~ Voluntary Sector Strategy 2011-2016

In 2010/11 the Council funded Voluntary Sector organisations to a value of approximately £15 million. The Voluntary Sector Strategy will strengthen the ways voluntary sector services are funded, reducing duplication in terms of funding from both the Local Authority and the NHS and provide a more proportionate and consistent approach. The Council is committed to ensuring that performance management is proportionate to the size of the organisation.

Specific equalities information about the people using or accessing services from the 1600 groups in Haringey is not available. The key research document used in completing this equalities impact assessment is the HAVCO commissioned research: '[Mapping of Haringey's Third Sector](#)' (TSO) completed in late 2009 and launched in early 2010.

This mapping established that Haringey has a large voluntary sector – believed to be around 1,600 organisations. Some general conclusions are summarised below:

- The overwhelming majority of organisations in the Voluntary Sector are either voluntary organisations or community groups.
- 70% of Voluntary Sector organisations are described as micro or small organisations with incomes of less than £10,000 per year.
- 63% of these organisations have been established for over a decade and 12% of them are faith groups.
- The Sector employs some 5,100 full time equivalents.

Part of the TSO mapping asked organisations to identify who their main 'beneficiaries' were – that is who was most likely to use their services. Groups were able to select more than one 'beneficiary' grouping from the list of categories set out in table 1. Of the 1600 groups identified in the mapping, 1043 provided responses.

From the report it is not possible to determine the numbers of people who use these categories of service. Rather the table below shows the percentage of the 1043 groups who responded, who consider their main beneficiaries to be from the list below:

Table 1 – Third Sector Mapping – main beneficiaries of voluntary sector services

Category of service that groups felt were their main beneficiary	number of groups	percentage of total respondents
Animals	7	0.67%
Carers	29	2.78%
Care Leavers	13	1.25%
Children	388	37.20%
Faith Communities	225	21.57%
General Public	316	30.30%
Migrants	56	5.37%
LGBT (Lesbian Gay Bisexual Transgender)	22	2.11%
Men	51	4.89%
Offenders	24	2.30%
Older People	218	20.90%
Other TSOs	355	34.04%
Parents and Families	92	8.82%
People from BME groups	217	20.81%
People with a disability / special needs	209	20.04%
Addiction	24	2.30%
Financial Support	169	16.20%
Learning Disabilities	36	3.45%
Mental Health	47	4.51%
Refugee and Asylum seekers	45	4.31%
Socially Excluded	56	5.37%
Tenants	61	5.85%
Unemployed people	148	14.19%
Crime Victims	18	1.73%
Women	82	7.86%
Young People	379	36.34%
Other	58	5.56%
Not stated	4	0.38%
total responses across all categories	3349	
total respondents	1043	

Source: HAVCO TSO mapping, 2009, p18

The TSO report does urge some ‘caution’ with the outputs of this aspect of their survey. However, some general conclusions were reached:

- Haringey’s Third Sector has a strong focus on working with children, young people and families. Haringey’s TSO’s are more likely to focus on children. Young people and families than the national average (NSTSO).
- Similar messages are reflected in NSTSO data for Haringey which found similar groups for the main beneficiaries of TSO’s including the general public (33%), children aged 15 or under (27%), people from BME communities (24%) and young people (22%) as the most frequent responses.
- Beneficiaries often benefit from the same TSO more than once and from more than one TSO. It is therefore very easy to ‘double count’ and even ‘triple count’ beneficiaries – there are

over 186,000 beneficiaries counted from our survey responses alone. Responses to our survey should therefore be interpreted with caution. When extrapolating the total number of beneficiaries from our sample, taking outliers out of calculations, estimates suggests that around 60% of Haringey's population – around 135,000 people – have benefited directly from Third Sector activity. Whilst it is difficult to arrive at an exact figure, it is clear to see the enormous scale and reach of the sector and it is reasonable to assume that a sizeable proportion of Haringey residents have benefited from TSO intervention.

Age

According to the 2010 ONS Mid Year Estimates, Haringey has a slightly younger age profile to London as a whole. Those aged 25-29 and 30-34 form the two largest groups in the borough, 9.9% and 10.8% respectively.

Younger people

According to the 2010 MYE, there were 53,800 children aged between 0 and 19 living in Haringey, which is 24% of the Haringey population, the same proportion as London and England and Wales. Children aged 0-4 are the largest age group in 0-19 year olds, 8.1% of the Haringey population.

Older people

According to the 2010 MYE, there were 21,500 adults aged 65 years and over, which is 9.6% of the Haringey population, slightly less than London (11.5%) and much less than England & Wales (16.2%). Older people 65+projected to have a long term condition in the borough is just over 10,500 people, accounting for about half the population of the older people Those aged 75+ make up 4.4% of the Haringey population.

The TSO mapping demonstrated that the main beneficiaries of voluntary sector activity includes

- Children (aged 15 or under) with 41% of groups considering this age group to be a key beneficiary
- Young people (aged 16-24) with 37% of groups considering this age group to be a key beneficiary
- Older people (aged 60+) with 30 % of groups considering this age group to be a beneficiary

From the information provided by the TSO mapping exercise, it can be seen that whilst the population of children, young people and older people are respectively, 1.8%, 4.9% and 13%, the proportion of voluntary sector groups who say they work specifically with these groups is significantly more than this.

It is also clear that people from these age bands are likely accessing groups because they have another need that is not specific to their age, for example older people may be on tenants associations, and children and young people may access groups that offer support to Parents and Families.

It is therefore concluded that there is no evidence of disproportionate impact based on 'age'. There is positive impact evident from the number of groups working with age specific.

Sex

The male-female ratio in Haringey is very even with the ONS (2010) figures split at 50.7% for males and 49.3% for female.

The HAVCO TSO mapping demonstrated that the main beneficiaries of voluntary sector group activity includes:

- Services specifically for Women, with 7.9% of groups considering this group to be a main beneficiary.

- Services specifically for Men, with 4.9% of groups considering this group to be a main beneficiary.

Whilst the proportion of groups who say they provide a service specifically based on gender is low, it is also assumed that across the other main activity areas offered by the voluntary sector, both men and women would clearly access the range of other services available from the voluntary sector. There is therefore no evidence to suggest any disproportionate impact.

Race

According to the 2009 ONS experimental mid year estimates, 48.7% of Haringey's population are from Black or Minority Ethnic groups (i.e. non White British), the top 3 BME are ; Other White 11.9%, Black African 8.1% and Black Caribbean 6.6%.

The ethnic diversity of an area can be measured using Simpson's Index. It takes into account the number of individuals in categories present, as well as the number of categories. London boroughs dominate this index with Slough in nineteenth; the only non – London borough in the top twenty. Applying the Simpson's Diversity Index to the 2001 Census, Haringey ranks as the 5th most diverse borough in London (behind Brent, Newham, Hackney and Ealing) and the country with a score of 3.95, considerably higher than the London average of 2.66.

The TSO mapping demonstrated that the main beneficiaries of activity by groups includes:

- People from BME communities, with 25% of groups considering BME groups to be a key beneficiary
 - Socially excluded people, with 22% of groups considering this group to be a main beneficiary. There is no particular definition given on what this might mean, therefore it is not known whether this includes specific work with this equality strand.
 - Migrants, with 5.7% of groups considering people who move to the UK to be a main beneficiary. It is not clear on where people (who have migrated to the UK and live in Haringey) originate from and therefore what their race is.
 - Refugees and asylum seekers, with 4.3% of groups considering people who are in the UK as a refugee or asylum seeker to be a main beneficiary. It is not clear the where people (who have migrated to the UK and live in Haringey) originate from and therefore what their race is.

There appears to be some inequality of access to voluntary sector services by BME groups. Whilst it is recognised that people from BME groups are very likely to access voluntary sector services from other categories, from the evidence available, there appears to be a need to ensure promotion of equality of access, and targeted Council support to organisations that work with BME groups, as only 25% of groups have specifically identified that one of their key beneficiary groups are people from BME communities.

Disability ~ Children

According to the Borough profile 23.9% (53,800) of Haringey's population are children up to the age of 16. The Children and Young People's plan in 2009, identified that it is projected that approximately 3100 of these have a disability, with around 700 of these children having complex disabilities. The Children and Young People's Service in Haringey supports 225 children with disabilities (including learning disabilities) or 7.3% of all children thought to have disabilities in the borough and 0.4% of all children in the borough. This is shown on the table below.

The TSO mapping demonstrated that the main beneficiaries of activity by groups includes:

- 'Disabilities and Special needs', with 20% of voluntary sector organisations considering this group to be a main beneficiary.
- 'Children', with 41% of voluntary sector organisations considering this group to be a main beneficiary

- ‘Parents or families’, with 8.8% of voluntary sector organisations considering this group to be a main beneficiary
- Learning Disabilities, with 3.5% of voluntary sector organisations considering this group to be a main beneficiary.

On review of the base data, the voluntary sector organisations who selected Disabilities and Special Needs or Learning Disabilities, some are known to work primarily with adults and some with children (or both); therefore it is not possible to ascertain the exact proportion of groups that work specifically with children with disabilities. This is more apparent when looking at groups whose primary beneficiary is identified to be ‘Children’ or ‘Parents or Families’.

However on the basis of the evidence that is available there does not appear to be evidence to suggest any disproportionate impact. An estimated 5.8% of children in the borough are thought to have a disability, of which 1.3% of are thought to have a complex disability. The proportion of voluntary sector groups who have identified their main beneficiary as working with either children, parents or families or people with disabilities would suggest that there is a positive amount of provision of services from the voluntary sector.

Disability ~ Adults

According to the borough profile the population of adults aged 18-64 is projected to be a total of 149,800 or 66.5% of the total population and 87.4% of the total adult population over the age of 18. The number of adults 18-64 with disabilities in the borough is estimated to be about 7.8%, including learning disabilities, physical disabilities and mental health issues (excluding ‘common mental health disorders, such as low level depression and anxiety), This is shown on the table below.

Adults with disabilities who receive social care represent 12.4% of the total population of all adults projected to have a disability. Adult social care provided services to 2390 adults aged 18-64 in 2010/11.

The TSO mapping demonstrated that the main beneficiaries of activity by groups includes:

- Disabilities and Special needs, with 20% of groups considering this group to be a main beneficiary.
- Learning Disabilities, with 3.5% of groups considering this group to be a main beneficiary.
- Mental Health, with 4.5% of groups considering this group to be a main beneficiary.

There are also some groups that say one of their main beneficiary groups includes people who care informally for relatives who for example have disabilities or are physically frail.

- Informal carers, with 2.8% of groups considering this group to be a main beneficiary

As noted under the section on Children with Disabilities, on review of the base data, the voluntary sector organisations who selected Disabilities and Special Needs or Learning Disabilities, some are known to work primarily with adults and some with children (or both); therefore it is not possible to ascertain the exact proportion of groups that work specifically with adults with disabilities.

As with the previous equalities strands, it is likely that adults with disabilities access a range of services from voluntary sector organisations that have not specified people with disabilities as a key beneficiary of their services.

However on the basis of the evidence that is available there does not appear to be evidence to suggest any disproportionate impact on people with either learning disabilities or physical disabilities. However there may be insufficient groups targeting people with mental health issues. This may result in there be a disproportionate impact on this protected group.

Religion or Belief

According to the 2001 Census 50.1% of Haringey state their religion as Christian. This is lower than the London figure of 58.2%. The TSO mapping did show 21.6% of voluntary sector groups considered one of their main beneficiary groups to be 'Faith Communities'. Details on what activity/services are provided to this protected group are not known. Minority religions (non-Christian) represent about 36.3% of the population. On the basis of the evidence that is available there does not appear to be evidence to suggest any disproportionate impact on religion

Gender reassignment

It is not known how many people in Haringey are currently undergoing or have undergone gender reassignment. The TSO mapping did show 2.11% of voluntary sector groups considered one of their main beneficiary groups to be 'LGBT' (Lesbian Gay Bisexual or Transgender). Details on what activity/services are provided to this protected group are not known.

It is therefore a recommendation that further work is undertaken with voluntary sector partners in how they are or can support LGBT access to their services.

Sexual orientation

The TSO mapping did show 2.11% of voluntary sector groups considered one of their main beneficiary groups to be 'LGBT' (Lesbian Gay Bisexual or Transgender). Details on what activity/services are provided to this protected group are not known.

The total number of projected individuals to be LBGT is 2.0% or 2.5% if the category of 'other' is included. On the basis of the evidence that is available there does not appear to be evidence to suggest any disproportionate impact on LGBT.

Marriage and Civil Partnership

The TSO mapping did not specifically identify any voluntary sector organisations that work with 'marriage and civil partnership'. However disproportionate impact has been identified for this equalities strand.

In 2009/2010 there were 4356 births in Haringey. Total births in Haringey have been steadily increasing since 2005 (with the exception of 2008/2009). The birth rate (births per 1000 of the population) in Haringey has been consistently higher than London in this period.

Pregnancy & Maternity

The number of babies born (as at 2009-2010) as a proportion of the total population (225,100) is about 1.9%

The TSO mapping did not specifically identify any voluntary sector organisations that work with maternity and pregnancy. The mapping showed that voluntary sector groups considered around 8.82% of their beneficiary group to be 'parents and families'. There is no particular definition given on what this might mean, therefore it is not known whether this includes specific work with this equality strand.

On the basis of the evidence that is available there does not appear to be evidence to suggest any disproportionate impact on maternity and pregnancy.

Employment of Council staff – Haringey Employment Profile June 2011

The information provided in this section is only a summary on the key equalities workforce based on the redundancy from January 2011 to July 2011

The employee headcount has reduced by more than 800 staff (821) over the last 12 months from 4687 to 3866. The bulk of staff reductions have been achieved through a redundancy programme. 604 employees have been made redundant from Jan 2011 to July 2011. Of these, 70% expressed an interest in leaving under redundancy terms but they were only released if a job was being deleted and therefore they were effectively compulsory redundant.

The redundancies breakdown of the 604 employees by equality protected characteristics are as follows (more information and detailed analysis can be obtained from the Haringey Council Employment Profile June 2011).

- 287 (48%) were Black & Asian, need data to compare with profile at Dec 2010
- 112 (19%) were white minorities, need data to compare with profile at Dec 2010
- 197 (33%) were White, need data to compare with profile at Dec 2010
- 399 (67%) were Black, Asian and Minority ethnic, need data to compare with profile at Dec 2010.
- Of the 604 staff by grade who were made redundant, Sc1 to S02 represented 341 (56%), P01- 3 represented 114 (19%), P04-7 represented 89 (15%), P08 represented 60 (9.9%) Not declared 8 (1%).
- Grade by ethnicity shows of the 341 staff in the lower grades Sc1 to S02 187 (55%) were Black & Asian, 88 (26%) were white, and 59 (17%) were white minorities, not declared 7 (2%).
- Of the 604 staff, 13 (2%) of staff were in age band 16 to 24, 73(12%) of staff were in age band 25 to 34, 93 (15%) of age band were 35 to 44, 212 (35%) of staff were in age band 45-54 years, and 213 (35%) were in age band 55 to 64.
- 70% were over 45 years old compared to 55% in the Council. (This might be expected given that older workers would have longer service and so are more likely to volunteer because they would get better compensation than a younger worker).
- 41% of compulsory redundancies were aged between 25-34 years
- 2% of redundancies were from 16-24 age band which is aligned with 2% of the organisation in that age range
- 412 (68%) were female. need data to compare with profile at Dec 2010.
- Of the 604 staff, 14% of redundancies, were of disabled people which is double their proportion in the workforce (7%). This is something that will need to be monitored more closely in the next round of cuts in 2012.

To fully comply with the Equality Act 2010, further data analysis is required across all employment related policies and practices (e.g. grievance, disciplinary, recruitment, promotions, dismissals, etc) to see if there are disproportionate outcomes across equality protected groups in Council employment. This work will be monitored through the Equality Board Work Board.

b) What factors (barriers) might account for this under/over representation?

Haringey is now the 18th most deprived in England. It remains the 5th most deprived in London, behind only Tower Hamlets, Hackney, Islington, and Newham.

The Index of Multiple Deprivation scores show that areas in the east of the borough particularly the north east, in White Hart Lane and Northumberland Park have the highest levels of deprivation in the borough. Of the 144 Super Output Areas across the country, 26% are among the top 10% most deprived in the country.

Reasons for Employment / worklessness

The low employment rates in Haringey and London relative to the national rate can in part be explained by the fact that the capital has a proportionately higher student population, who tend to be economically inactive, compared to rest of the country. However, another part of the explanation is that London also has proportionately higher numbers of people that tend to suffer

from labour market disadvantage such as ethnic minorities, disabled people and lone parents. However, there is little doubt that deprivation factors and current economic conditions also form part of the explanation.

The prospects for older people in the labour market do appear challenging looking forward. Analysis of the latest labour market data by the Institute of Public Policy Research (IPPR) found that 850,000 people across the country have been unemployed for more than a year, reaching its highest level since 1997. The largest increase in terms of age has been amongst the 50+ age group with 45.9% of all unemployed people aged 50+ being unemployed for more than a year compared to 31% in 2009⁹.

Reasons for Housing Allocations and homelessness

Buying a home in Haringey is expensive; lower wages and high house prices make it impossible for some people to ever buy a house. The average price is £342,342.3 whereas the average household gross income is £30,295.4 (lower than the London average). The average household income in the east of Haringey is £16,000 less than in the west.

The Housing Advice and Options teams were able to prevent homelessness in 780 cases in 2010, with more than 70% of these households being helped into private rented accommodation.

In 2010/11, there were more than 800 social housing lettings in Haringey, of which 23% related to housing association homes. Just over half (54%) of the offers made via the Housing Register were made to homeless households living in temporary accommodation.

Recognising the high levels of need, the Home and Communities Agency has invested more than £139 million in Haringey since 2007, most of which has been used to provide new housing.

Since April 2011, the Local Housing Allowance has been set at the 30th percentile of rents and has been 'capped'. This means that only 3 properties in every 10 will be let at rents that are at or below the amount that can be taken into account in the calculation of Housing Benefit.

The most significant financial impact will be felt by large families currently living in homes that have more than four bedrooms because of the introduction of the Local Housing Allowance Cap of £400pw. For a seven person household, the average loss in Haringey will be £58 per week.

Analysis of Haringey's Housing Benefit data has revealed that 846 single claimants aged between 25 and 35 will see a reduction in their housing benefit entitlement when the Shared Accommodation Rate is applied to claimants under the age of 35. In Haringey, 88% of claimants will lose more than £50 per week.

We do not have enough data on the allocation of housing across the protected groups, this will be a key action in taking this objective forward.

Reasons for health inequalities

Haringey has a high infant mortality rate

- Breastfeeding rates are considerably lower in the east with 58.2% of women breastfeeding in Tottenham Green compared to 85.7% in Crouch End.
- Black African women and women under the age of 20 tend to book late for maternity care. 50% of black African women book for maternity services after 13 weeks compared with 30% of white British women. Only 39% of women under 20 are likely to book under 13 weeks.
- 6% of women smoking during pregnancy

⁹ Taken from: <http://www.ippr.org.uk/pressreleases/?id=4488>

- While vaccination rates have increased, rates in both Haringey and London are below levels required to positively impact on the population (95%). In 2010/11: 91.1% of children at age 1 and 85.3% at age 2 were immunised.

There is significant inequality in male life expectancy in Haringey

- Rates of early death from cardiovascular disease and cancer are improving, but remain worse than England. The highest death rates from cardiovascular disease are found in the east of the borough.
- High levels of deprivation, low educational attainment, unhealthy lifestyle factors (high smoking, poor diet, low physical activity) and access to quality primary care are all interrelated determinants early death and inequality in life expectancy
- Life expectancy is significantly lower in certain groups such as those with severe mental illness, learning disabilities or problematic drug users

Many adults in Haringey are physically inactive and overweight

- Only 21.7% of adults participated in sport and physical activity for 3 or more days a week (compared to 40% of men and 28% of women in England).
- Older people, women and BME groups are less likely to be physically active.
- About 86 000 adults are overweight or obese (50.4% of men and 40.5% of women)

Haringey has high levels of risk factors for poor mental health and wellbeing:

- A high rate of worklessness; Northumberland Park has the highest proportion of working age people claiming Job Seeker's Allowance in London (GLA, July 2011).
- Overcrowded housing: 22% of households (20,455), largely in the east of the borough (Census, 2001).
- Domestic violence rates are seven times higher in the deprived parts of east Haringey than the level in the west of the borough. It constitutes 30% of all violent crime in Haringey which is high when compared to other London boroughs.
- The Tottenham riots will have had a psychological impact on those affected.

There are high levels of common mental health problems among adults:

- Up to 1 in 4 people will experience mental health problems at some point in their lives, with approximately one in six suffering from mental health problems at any one time. In Haringey, there are an estimated 34,500 people with common mental health problems (mainly anxiety and depression).
- Many people with long term physical illnesses have higher rates of anxiety and depression than.

Haringey has a high level of drug misuse:

- Problematic drug use mirrors other patterns of deprivation with the highest concentration of people accessing drug treatment/dual diagnosis in the east: Seven Sisters, Bruce Grove and Northumberland Park wards.
- At least 60 different nationalities use our drug treatment services, with women making up a quarter of the treatment population.

Reasons for differences in education attainment

This area is highly complex one, given the wide range of socio-economic factors (such as poverty, poor housing etc) that need to be taken into consideration and the different performance outcomes of different groups in Haringey. Given its complexity and its importance in the national 'narrowing the gap' agenda, a wealth of national research material has been provided to local authorities by the DfE, in addition to detailed analysis of each school's examination data which includes extensive analysis of performance of different groups, including those cited.

The School Improvement Team has acted in accordance with national guidance to address the causes of underperformance identified in the research. This work was previously closely monitored by the DfE through the National Strategies and was supported by the School Improvement Partner

(SIP) initiative. Under the Coalition Government, recommended approaches have been embedded in the revised Ofsted inspection framework (January 2012) which has further increased the focus on 'narrowing the gaps'.

Further work is needed to understand the local issues in Haringey for the differences in education attainment, and to ensure we have appropriate actions in place.

Reasons for crime - Risk factors and vulnerable localities

The Index of Multiple Deprivation (IMD)¹⁰ identifies areas of England which are experiencing multiple deprivation. The 2010 IMD shows that Haringey is ranked amongst the top 20 most deprived in England out of 326 local authorities (ranked 13th based on the average of IMD score). In 2007 it was ranked 18th most deprived. One Lower Super Output¹¹ Area (LSOA) in Tottenham Hale and 4 in Northumberland Park are in the top 3% most deprived LSOAs in England.

Haringey also ranks amongst the top 10 most deprived districts in England for Barriers to Housing (ranked 4th), Income deprivation (6th), Crime deprivation (6th) and Income deprivation affecting older people (8th). All eight LSOAs in Northumberland Park are amongst the top 3% most Income deprived in the country and all 144 LSOAs in Haringey for The Wider Barriers¹² sub domain are in the most deprived 5% in England

Many people believe that crime is often caused by poverty and deprivation. As the Vulnerable Locality Index shows, areas of high crime in Haringey correlate with areas of high deprivation. (*The VLI identifies places that display high levels of crime alongside problems of deprivation and other demographic factors that can influence the level of crime and an area's sense of community cohesion*).

In 2009/10, there were 55 priority areas largely located in the east of the borough.

- Northumberland Park and Tottenham Hale have the highest number of priority areas with 12 and 7 respectively. Noel Park ward is particularly significant as it has three out of the top ten most vulnerable areas as well as being the only ward to have a crime rate greater than double the borough average. It *is* important to note that both Noel Park and Tottenham Hale contain major shopping centres and busy transport interchanges with the highest volumes of LBH housing stock in the borough (31.2% of the total).
- Unemployment is also considered by many as a significant risk factor for criminality. Approximately 56.7% of accused had their occupation recorded as unemployed.
- Drug addiction is also often cited as a significant risk factor in criminality. Approximately three quarters of drug users who were in drug treatment in 2009-10 reside in the North Tottenham (N17), South Tottenham (N15) and Wood Green (N22) districts where the Vulnerable Locality Index scores as highly vulnerable to crime.
- Haringey has a protracted history of street gang activity which is the main driver for the increase in most serious violence, serious youth violence and gun crime in the borough in 2009/10. The three main gang areas historically across Haringey have been Tottenham, Wood Green and Hornsey. Over time the gangs in these areas have broken up into multiple street gangs usually based around particular estates.

Gang related demographics show that:

- Victims and accused of gang crime are overwhelmingly likely to be young.
- Young victims of gang crime are disproportionately likely to be victims of violent crime (assaults and robberies), with older victims more likely to be victims of property crime or criminal damage.
- Overall, 60% of gang crime victims and 25% of gang crime offenders were youths

Reasons for Procurement & commissioning ~ Voluntary Sector Strategy 2011 -2016

The Third Sector mapping (TSO) mapping looked at income sources for the sector:

Income sources of voluntary sector organisations 2009	
Income Source	Percentage of respondents receiving some funding from this source
Local Government (e.g. LB Haringey)	36%
Other fundraising activities	24%
Individual Donations	23%
Membership income	21%
Trading income	18%
Charitable trusts	14%
National Lottery Funding such as Big Lottery	12%
Public Donations	11%
Central Government	8%
Sponsorship	5%

Source: HAVCO, 2009, p31

It is acknowledged that public sector funding cuts have impacted on the amount of available funding from the Council, with reductions implemented in early 2011 across all Council Directorates, however the table still gives a flavour of the level of financial support organisations receive from the Council.

In 2010/11 the Council funded approximately 250 voluntary sector groups, with many having been in receipt of Council funding year on year for a long period of time. This figure also includes funding that was available in 2010/11 through the Area Based Grant funded 'Making. The Difference' fund which ceased on 31st March 2011. In 2010/11, from this fund, 126 awards were made to community groups, including tenants associations and neighbourhood groups, of generally between £200 and £5,000.

The 250 groups funded in 2010/11 represented just under 16% of the 1600 groups in the borough. Analysis of funding to voluntary sector partners in 2011/12 is presently ongoing, and is a key activity in the Voluntary Sector EQiA action plan.

The Council recognises that it needs to do more to ensure equity of access to as many voluntary organisations as possible, with only a small proportion of the 1600 groups in Haringey accessing Council funding.

Reasons for the Haringey Employment Profile

As a result of the government's public sector spending review the Council has to reduce budget expenditure by more than £80m over the financial period 2011 – 2014. The budget reduction was front-loaded so that approx £41m of saving had to be achieved in the first year 2011/12. As a

result, the size and shape of the Council's workforce has changed significantly since March 2011. The employee headcount has reduced by more than 800 staff (821) over the last 12 months from 4687 to 3866.

Also due to the cuts in government grant funding there have been large reductions in the number of centrally employed teachers, youth workers, social work assistants, Play workers and Early Years staff.

We have also reduced the agency workforce significantly by over 350 full time equivalent staff from 685 to 327.

In total therefore the Council workforce has reduced by over 1000 full time equivalent staff, a reduction of 23%.

Work needs to be done to establish the reasons for the differences across the protected groups.

2c) What other evidence or data will you need to support your conclusions and how do you propose to fill the gap?

Further data analysis across the Employment Profile for June 2010 to June 2011, to understand and explain the gaps across the protected groups, which needs to be compared with the employment profile at Dec 2010.

Step 3 - Assessment of Impact

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect any of the existing barriers facing people who have any of the characteristics protected under the Equality Act 2010. State what actions you will take to address any potential negative effects your proposal may have on them.

3 a) How will your proposal affect existing barriers?

This section is a summary of the likely impact of the objectives on the protected groups. It identifies where the objective is likely to reduce barriers/ no change / likely to increase barriers and protected groups not covered in the final objectives proposed. It also notes the issues raised from consultation for protected groups that are not covered in the agreed equality objectives.

Proposed Equality Objectives		Reduce barriers or No Change	Likely to increase barriers / Protected groups Not Covered in objectives
1.Provision of services			
Employment	To develop work and skills programmes to help Black and minority ethnic (BME) communities, young people and disabled people find work	<ul style="list-style-type: none"> The data shows that unemployment is higher amongst BME, disabled and young people. Actions to tackle worklessness amongst this group are likely to reduce barriers. At its peak the 50+ employment rate in Haringey was higher than the London and England rates therefore this group has not been targeted and our actions are likely to have no change in the data. 	<ul style="list-style-type: none"> The male employment rate in Haringey is 69.6% and is significantly higher than the female employment rate of 53.1%. In fact the female employment rate is currently the lowest it has been since the data series began and is lower than the London and England. Although women are not identified separately by this objective , the Council runs employment programmes focusing on women. Response – the council is working with partners putting in place a range of initiatives to address levels of unemployment. We will monitor the impact of them on all participants including women. <p><u>Objectives not covered raised during consultation</u></p> <ul style="list-style-type: none"> Women have difficulties accessing affordable child care, need to develop childcare outside of a traditional working day. Response – The council through its children’s centres provides subsidised child care. The unemployment amongst the GRT in particular youth should be an objective. Response - agreed work to be taken forward by undertaking a needs assessment on the GRT community.

Proposed Equality Objectives		Reduce barriers or No Change	Likely to increase barriers / Protected groups Not Covered in objectives
<p>Housing (Allocations & Homelessness)</p>	<p>To ensure that our housing allocation processes do not negatively impact on any of the protected groups.</p>	<ul style="list-style-type: none"> The data shows that BME, young people and single female households are overrepresented in homelessness and on the housing register. Religion is noted as linked to ethnicity and is thereby captured under BME groups. 	<ul style="list-style-type: none"> The data shows that BME, young people and single female households are overrepresented in homelessness and on the housing register. Not enough data on the allocation of housing across the protected groups. To reduce the barriers more analysis of allocations and targeted actions are needed. GRT are not covered. There is a disparity between the data held in Housing and needs highlighted by the community. <p><u>Objectives not covered raised during consultation</u></p> <ul style="list-style-type: none"> The housing needs of Gypsy Roma and Traveller communities (GRT). Response- agreed work on GRT to be taken forward by undertaking a needs assessment on the GRT community. Mental health service users to be considered in housing services, action to be taken forward by the Health and Wellbeing Strategy.
<p>Education</p>	<p>To narrow the gap amongst the following under-performing groups</p> <ul style="list-style-type: none"> African, Caribbean, Turkish and Kurdish pupils Children eligible for Free School Meals Boys Looked After Children 	<ul style="list-style-type: none"> The data shows that there are significant gaps at key stage 1,2 & 4 amongst ethnic groups in relation to the White British pupils, the lowest achievers being African, Caribbean, Turkish & Kurdish. White Pupils achieve above their national peers and ethnic minorities below. The targeting of those groups is likely to reduce barriers. In early years foundation, key stage 1 & 2 boys underachieve in relation to girls. Key stage 2 maths boys are equal and slightly under at Key stage 4 GCSE. Targeting boys are likely to reduce these barriers. There are higher percentages of 	<p><u>Objectives not covered raised during consultation</u></p> <ul style="list-style-type: none"> Crime and lack of education objectives for the Polish community. Need to monitor education attainment amongst this group. Response- Data shows that the attainment levels of these pupils are in line with England average. Reduction of legal aid for SEN pupils. Response – schools to target through Individual Education Plans. Tackling sexual and homophobic bullying, Response – To be addressed in the Ofsted framework January 2012. Work with schools to reduce levels of teenage pregnancy. Response to be picked up in the Health and Well Being Strategy Delivery Plan.

Proposed Equality Objectives		Reduce barriers or No Change	Likely to increase barriers / Protected groups Not Covered in objectives
		<p>ethnic minority pupils in receipt of free school meals. The targeting of this group is likely to reduce barriers.</p> <ul style="list-style-type: none"> Attainment of Looked After children is significantly lower than the overall levels. Targeting this group will reduce barriers. 	<ul style="list-style-type: none"> Data shows that 74% of GRT receive free school meals and consultation has noted the Education exclusion of GRT pupils. Response - agreed to take forward by undertaking a needs assessment on the GRT community.. The achievement of pupils with specific disabilities. Response – monitored by schools and the Children & Young People’s Service.
Health	<ul style="list-style-type: none"> To improve early maternity services booking rate, particularly for pregnant African women To reduce the gap in male life expectancy between the east and the west of the borough To further support people with mental illness 	<ul style="list-style-type: none"> Infant mortality rates are at an all time low, however in Haringey are higher than those for England and Wales in particular African Women. Targeting this group will reduce barriers. Life expectancy is increasing nationally but men in the east of the Borough die 9 years younger than men in the west. Targeting this group will reduce barriers. Turkish, Bangladeshi and Irish men are high smokers and contributes to life expectancy. This will be targeted through the Health and Well being strategy so is likely to reduce barriers. Child Obesity rates are higher than the London and England average. This is more significant amongst BME groups in Year 6 . Response – This will be addressed through the Health & Well Being Strategy so is likely to reduce barriers. The number of children with mental health is 2538 out of 43,000 and is set to increase to 2650 by 2013. There are high levels of mental health in the East of the Borough. Black 	<ul style="list-style-type: none"> Teenage pregnancy rates have decreased since 1998, however the 2009 rate is significantly higher in the East of the Borough. Response - This objective is not covered, to address as part of the Health and Wellbeing Strategy. Sexuality has not been covered as we have no data. <p><u>Objectives not covered raised during consultation</u></p> <ul style="list-style-type: none"> Improving maternity services for GRT women. Response - agreed to take forward by undertaking a needs assessment on the GRT community Accessible Health Screening for people with learning disabilities. Response - This is being addressed in the Health & Well Being Strategy. Teenage pregnancy should be considered for inclusion as future corporate equality objectives.

Proposed Equality Objectives		Reduce barriers or No Change	Likely to increase barriers / Protected groups Not Covered in objectives
		<p>British represent 46% off all admissions for schizophrenia and 39% for Bipolar. The need for in service severe mental illness is 60% higher than England average but similar to London. More people in the west suffer dementia. Haringey has a high level of drug misuse mainly amongst people in their twenties and BME people. 67% of drug users are unemployed.</p> <p>Response – These issues will be monitored through the Health & Well Being Strategy & the Corporate Equality Board Work Programme.</p> <ul style="list-style-type: none"> • 	
Crime	To further support young people who are victims of crime	<p>Statistics on crime show the following;</p> <ul style="list-style-type: none"> • Crime remains young people’s top concern. • Disorder is often co-located in the East of the Borough, Wood Green and Tottenham High road. • People in their 20s are more likely to be victims of crime. • Children and youths up to 17 are more likely to be victims of personal robbery. • Over a third of offenders are between 18 -24 • The ethnicity of the accused show an under-representation of white and Asian, and an over-representation of Black African & Caribbean. <p>This objective is therefore likely to reduce barriers.</p>	<p>There are no objectives set for gender based violence;</p> <ul style="list-style-type: none"> • Almost half of the crime is male on female. • Violent and sexual crime types by men against women represent 56.2%, many of these incidents relate to domestic violence. • Northumberland Park Seven Sisters and Noel Park have a rate greater than twice the Borough average. <p>However these issues will be delivered through the updated Domestic and Gender Based Violence Action Plan.</p> <p><u>Objectives not covered raised during consultation</u></p> <ul style="list-style-type: none"> • Tackling Domestic violence for women and men should be an objective in this strategy. Response – (As above) • A joined up approach in addressing GRT with other issues such as Education, health, youth employment should be considered. Response – to be addressed by undertaking a needs

Proposed Equality Objectives		Reduce barriers or No Change	Likely to increase barriers / Protected groups Not Covered in objectives
			<p>assessment on the GRT community</p> <ul style="list-style-type: none"> Disability and hate crimes should be an objective. Response – To be picked up in the Needs Assessment & Community Safety Strategy delivery Plan.
<p>2. Employment of staff</p>	<p>To produce and publish a headcount profile of the Council's workforce covering all equalities protected characteristics, analysing and evaluating these and taking appropriate corrective action</p>	<p>There needs to be an analysis of the work force data, against the protected groups, in relation to the Council's employment policy and Procedures. To identify where there are any barriers.</p> <p>Areas to be covered;</p> <ul style="list-style-type: none"> Recruitment & retention Redundancies Disciplinary Grievance Training Promotions People management Pay 	<p><u>Objectives not covered raised during consultation</u></p> <ul style="list-style-type: none"> The Guaranteed interview Scheme for Disabled Applicants should address under representation. EqIAs should look at how employees have been affected differently i.e. changes in grades, ring fencing, assimilated posts. Recruitment needs to be consistent with an independent representative from HR. Generic job descriptions could impact on staff with specific skills. Equality training including cultural awareness is important and would help to support managers and front line staff. Real life case studies should be used to help manage grievance and disciplinary. <p>Response – These issues will be covered with the review of HR actions at the Corporate Equality Board.</p>
<p>3. Procurement and commissioning</p>	<p>To promote the Equal Opportunity Policy through procurement and commissioning</p>	<p>The 250 groups funded in 2010/11 represented just under 16% of the 1600 groups in the borough. Analysis of funding to voluntary sector partners in 2011/12 is presently ongoing, and is a key activity in the Voluntary Sector EqiA the introduction of the Commissioning Framework is likely to reduce Barriers</p>	<p><u>Objectives not covered raised during consultation</u></p> <ul style="list-style-type: none"> Contracts should be awarded to local people. Response – Council must comply with Public Contract Regulations, this is addressed in our Procurement Strategy. Procurement Opportunities to be advertised widely (Response - As above)

3 b) What specific actions are you proposing in order to reduce the existing barriers and imbalances you have identified in Step 2?

Employment

The Council is working on a new approach and local programme tackling worklessness leading to a minimum of 400 sustained jobs.

The new programme will target:

- young people aged 16-24;
- residents furthest away from work who will not be supported by the Coalition Government's Work Programme and who will need bespoke personalised support to gain employment;
- it will seek to create private sector employment;
- support local businesses and the local economy
- will contribute to and be tied to the rebuilding Tottenham agenda and
- will align with and complement the vision for a new Enterprise and Employment Hub at 639 Tottenham High Road

The new approach and programme will comprise:

- A Haringey Jobs Fund programme (under the Haringey Guarantee brand) with skills development and apprenticeships including Green Skills linked to Green Deal initiatives
- A tri-borough GLA ESF Employment Programme (covering Haringey, Enfield and Waltham Forest)
- Engagement and employability support for workless residents to ensure that local unemployed people access job opportunities (in time delivered from the Enterprise and Employment Hub at 639 Tottenham High Road)
- Sustainable Procurement

All of these elements will lead to sustained employment for local unemployed Haringey residents.

Further, the programme will ensure that;

- it targets residents not already covered by mainstream provision including the DWP Work Programme (currently over 90% of out-of-work benefit claimants)
- it targets young people not eligible for the wage incentives that are part of the Government's Youth Contract (87% of young JSA Claimants)
- it links with housing incentives and allocations targeting residents in temporary accommodation or on the housing list and providing incentive to work
- it links with Children's Services and school and college provision for young adults
- it links with children's centres and crèche provision

Housing Allocations

Objectives for the Proposed Housing Allocations Scheme:

To meet the legal requirements for the allocation of social housing as set out in Part 6 of the Housing Act 1996, (as amended by the Homelessness Act 2002). The Council will ensure that its Housing Allocations Policy complies with all legislative requirements, related legislation, case law, local policies and strategies.

The Housing Allocations Scheme aims to provide applicants with sufficient information to explain where homes are more likely to become available. This will allow them to make informed choices about their housing options.

To increase the sustainability of local communities

Homes may be advertised with criteria aimed at improving the long-term stability of a community. In such cases, properties will be clearly advertised to show that special criteria apply.

To assist in minimising homelessness and assist applicants in the highest assessed need

All applicants will have their housing needs assessed and be placed in a housing needs band according to their circumstances. This will take into account the reasonable preference criteria outlined in the Housing Act 1996 (as amended by the Homelessness Act 2002).

Homes will generally be let to the applicant in the highest housing needs who has been waiting the longest, having expressed an interest in the home and meeting the criteria advertised.

To ensure that vulnerable applicants are supported

Vulnerable people will be appropriately supported to access the Housing Allocations Scheme.

A number of measures will be taken to ensure that vulnerable applicants are not disadvantaged.

Measures will include:

- Providing appropriate advice and assistance
- Translating documents on request
- Providing information in other formats on request
- Partnership working with support agencies
- Undertaking monitoring and regular reviews of the allocations policy
- To ensure that vulnerable groups are not disadvantaged by the Housing Allocations Scheme,
- The Council and its partners will put in place appropriate support systems and a full monitoring system to ensure that vulnerable people are successfully using the scheme.

To aim to provide a comprehensive housing options service to increase the housing opportunities for all

- The scheme will be developed to enable the applicant to see all of their housing options, including:
- Available homes managed by Homes for Haringey, registered social landlords, charities and voluntary organisations
- Affordable home ownership
- Mutual exchanges
- Available private rented accommodation.

To ensure organisations to make best use of homes and in particular adapted properties

Properties that have been adapted or developed for people with a disability will be advertised as such and, due to the shortage of adapted properties, preference will be given to households needing that adaptation. Property advertisements will show which groups may express an interest in them.

We do not have enough data on the allocation of housing across the protected groups, this will be a key action in taking this objective forward.

Housing - Homelessness

We will work proactively to prevent homelessness by intervening early, championing the development of tenancy sustainment services, and providing high quality advice and support services. We will continue with the successful multi agency approach that we adopted for our previous strategy, and we will look for new and even more innovative ways to prevent homelessness and help tenants to sustain their tenancies and remain in their homes.

We know we cannot tackle homelessness on our own. The last three years have shown us how much more we can achieve by working together. We will actively encourage a way of working that involves a joint approach to problem solving and supports the pooling of resources, the co-location of services and the sharing of information and good practice.

We will do everything we can to mitigate the negative impacts that changes to welfare benefits will bring. We will do this by identifying those households whose homes will be put at risk by the reforms and by working with them to prevent homelessness. To achieve this, we will work proactively with private landlords and rental agents to increase the supply of affordable private rented housing.

We will maximise the supply of good quality, affordable housing and make best use of the borough's social housing stock. We will do this by removing barriers to the private rented sector, supporting the development of new affordable housing and by freeing up social rented family and adapted homes.

We are constantly reminded of the huge impact that homelessness is having on the health, education attainment, life chances and well-being of some of Haringey's most vulnerable citizens. We will work proactively to improve the life chances of homeless people by appointing homelessness champions for health, education, employment, social care, children's services and housing.

Education

Strategic Improvement plan for CYPS is currently being produced which sets out our approach to tackling educational attainment across the targeted groups.

The following actions have been agreed;

- Schools supported to target families who would qualify for free school meals(FSM) and make effective use of the pupil premium
- Support schools to effectively commission services that support reducing inequalities

Health

Partnership working is essential to make sure that we achieve the best possible outcomes for everyone who lives or works in Haringey. Given the challenges brought about by the current economic climate and the introduction of government policies that will change how local services are delivered, the way we work in partnership is crucial.

Local residents, statutory, voluntary, community and commercial organisations all have an important role to play in the delivery of the health and wellbeing agenda. Through the strategy we will develop partnership working by joining up of commissioning for local NHS services, social care services and health improvement. We will be holding a series of residents' debates on factors driving inequalities and undertaking consultation to get the views of all stakeholders. We will also build on the recently approved voluntary sector strategy and adopt a commissioning approach to the funding of voluntary sector infrastructure support in Haringey.

We want to improve the life expectancy of Haringey and reduce the unacceptable gap in life expectancy between the east and west of the borough. To achieve this we will work in partnership on three fronts:

- Preventing people becoming ill in the first place by addressing key lifestyle factors – more common in the deprived areas in the east of the borough - through supporting individuals and addressing environmental factors
- Encouraging early diagnosis and management (including lifestyle change) of the major killer diseases
- Improving the mental health and wellbeing of communities

We have four priorities to deliver this outcome;

- Reduce smoking
- Increase physical activity, especially supporting the inactive to become active
- Increase early identification of alcohol problems

- Reduce early death from cardiovascular disease and cancer, especially in the east of the borough

Improve early access to maternity services;

- Information on the importance of early access will be disseminated to key professionals and services e.g. GPs, pharmacists, housing departments, social services, sexual health services, leaving care teams, looked after children services, educational establishments and third sector organisations.
- Campaign materials aimed at raising awareness with the general public will also be disseminated in key locations throughout Haringey.
- Targeted outreach work with black African communities will utilise existing networks and programmes to promote the importance of early access.

Crime

The Community Safety Strategy 2011-14 focuses on actions that address gaps in crime prevention and reduction services where a partnership approach can improve the outcome and save resources. It does not intend to replicate all ongoing activity.

We do not anticipate that the main priorities and objectives will change greatly over the next few years but we will undertake ongoing consultation and conduct a full annual review. Any changes will be reflected in amended annual delivery plans.

There are numerous strategies and plans which overlap with this agenda; for example those addressing drugs and alcohol, mental health, child poverty, homelessness and unemployment. Two specific plans are appended to the Community Safety Strategy, alongside the overall delivery plan which impact directly on the objectives which are:

- Haringey Adult Reducing Re-offending Strategy 2011-14 (App 2)
- Haringey Annual Youth Justice Plan 2011-12 (App 3)

Plans to address other priorities such as violence and anti-social behaviour will be agreed with relevant partners and monitored by the Community Safety Partnership. A partnership delivery plan for domestic and gender-based violence is currently under development.

The following priorities and objectives have been agreed by Community Safety partners in Haringey:

1. Improve partnership governance and information sharing
2. Improve service delivery and public confidence (through engagement and data)
3. Deliver coordinated prevention and operational activity

The Key objectives are;

- Reduce serious violent crime (youths and adults)
- Reduce violence against women (including domestic violence)
- Reduce all property crime
- Reduce repeat offending (Crime and ASB)
- Provide an effective response to anti-social behaviour (ASB)
- Increase public engagement, confidence and satisfaction
- Prepare for emergencies and major events (inc. Olympics 2012)

The delivery of all agreed actions will be monitored through specialised partnership boards accountable to the Haringey Community Safety Partnership. The structure has been streamlined as below. This may be subject to further review as time goes on.

Where there are priorities without a formal board structure (e.g. ASB, non-domestic violence, property crime, gang-related work), a lead officer will pull together meetings and activity as required and report back to the main board. It is expected that board meetings will focus on understanding what is working and will have the flexibility to adjust actions and resources on a problem-solving basis.

Procurement & Commissioning – The Voluntary Sector Strategy

The Council has developed a five year Voluntary Sector Strategy for the period 2011-2016 following a period of consultation on the outcomes of the Strategy from November 2010 to February 2011. The development of the Strategy has been steered and overseen by the Voluntary Sector Review Board, chaired by the Cabinet Member for Adult and Community Services and involving voluntary sector members and other key stakeholders. A further six week consultation exercise took place during July & August 2011 on the draft Voluntary Sector Funding Framework. The Framework will set out how the Council proposes to deliver on the Strategy in order to achieve the best possible outcomes for residents of Haringey within a challenging financial climate.

Outcome 1 of the Voluntary Sector Strategy requires the Council to put in place a Funding Framework which sets out the core principles for how the Council will support and work with the Voluntary Sector, including how the Council propose to fund its voluntary sector services in the future. Such a framework is critical to successful delivery of the Strategy.

The Funding Framework is informed by the following guiding principles:

- **Contribution to priorities:** Funding should contribute towards achievement of Council priorities
- **Service/Outcome basis:** Funding should relate to an activity or service to be provided
- **Fair, open and transparent process:** The funding process should be open, fair and transparent
- **Proportionate funding arrangements:** The funding process should involve an element of proportionality with less onerous processes and requirements for low values of funding, to reflect the lower risk involved
- **Commissioning** will be Directorate-led following the development of Directorate Commissioning Briefs.
- **Small grants scheme (up to £5,000):** In order to continue to support small organisations, a small grants scheme will accompany the commissioning process.
- **Longer term funding:** In order to promote stability and certainty, funding should be agreed for longer time periods where it represents good value for money to do so.
- **Full cost recovery:** When appropriate Voluntary Sector organisations should aim to recover the full cost of their funded activities by including a proportion of their overheads.
- **Reserves:** Voluntary Sector organisations are expected to comply with Charity Commission guidelines, and should have written policies on their minimum level of reserves.
- **Partnership working:** A dynamic and innovative response is needed to the challenges faced in providing both public and voluntary services.
- **Value for money:** Funded organisations should demonstrate that good value for money is offered.

There are limitations to the data analysis, in that the available evidence taken from the HAVCO Third Sector Mapping report shows only the number of voluntary organisations that consider categories of users as a prime beneficiary of their service(s), not the numbers of people who actually access them.

Targeted support, including funding opportunities, may need to be directed at the protected groups of BME groups, disability (specifically mental health), as well as people who have undergone or plan to undergo gender reassignment. However more work is required to understand the level of community need and aspiration, and who currently uses existing services, particularly in respect of gender reassignment.

As Directorates implements the Funding Framework and develop/publish Commissioning briefs, all subject to equalities impact assessments, it will be appropriate to develop, for example, outcomes

and scoring criteria within the briefs that target under-represented protected groups, thereby increasing the procurement opportunities for those voluntary sector groups who work with these under-represented groups, as well as improving the economy and regeneration of Haringey.

Other targeted work with such groups (outside of procurement opportunities) should be prioritised by Directorates, through ensuring appropriate 'voice' on decision making bodies, and supporting capacity building with the sector. It will be imperative that any future needs assessment of the voluntary sector continuously identifies gaps in data, so that we are able to increase our knowledge of the groups that the voluntary sector represents.

The Funding Framework aims to promote equality of opportunity. By refocusing Council support resources to key priorities areas, there is a potential for a disproportionate impact on groups who at present have contracts with the Council - we will need to continue to monitor the equalities impact to assess this. The council is under a continuing obligation to monitor the equalities impact of its practices. The Funding Framework will result in commissioned organisations also being under a duty to monitor information to reflect the take up of their service and actions to address inequality and this data collection will assist the council in its monitoring going forward.

Workforce Profile

Actions to address the redundancy profile and compliance with the Equality act in employment will be developed in the Corporate Equality Work Programme and HR Business plan.

3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?

There are no barriers that have been identified that cannot be removed.

Step 4 - Consult on the proposal

Consultation is an essential part of an impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal. Potentially these will be people who have some or all of the characteristics listed below and mentioned in the Equality Act 2010:

- Age
- Disability
- Gender Re-assignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race, Religion or Belief
- Sex (formerly Gender) and
- Sexual Orientation

Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

Communications and Consultation Programme

This consultation concerned two areas of our Equal Opportunities Policy. The first part of the consultation looked at the Policy and related equality objectives. For this we sought the views of a wide range of groups including residents, staff, Members, relevant stakeholders and partners. The second part of the consultation looked at the Equal Opportunities Staff Handbook, for this we worked with Human Resources to run two staff focus groups.

Consultation responses are discussed in sections two, three and four. The communication channels used, and consultation programme undertaken, is outlined as follows:

Residents

- An article in Haringey People
- Use of the Haringey website to promote the consultation
- All papers – the Policy & Appendices, an Easy Read version, the consultation questionnaire – were made available on our Equal Opportunities webpage
- A press release to local newspapers
- Promoted at 3 area assemblies: Northumberland Park & White Hart Lane; West Green & Bruce Grove; Tottenham & Seven Sisters.

Key Partners and the Community and Voluntary Sector

- A consultation workshop was held with the Community and Voluntary Sector groups in December 2011.
- A letter & consultation questionnaire were sent to key partners working in housing, education, health, regeneration and the environment. These groups were asked to forward the letter and consultation document to their members.
- Consultation papers were also sent to umbrella organisations and community groups that represent the equality strands.
- Organisations and community groups were asked to invite officers to discuss the Policy at their umbrella group meetings.
- An easy words and pictures version of the policy was sent to all groups.

Staff

- An email was sent to all staff
- Information and links to the online questionnaire were promoted on Harinet
- Updates were given to the Corporate Equalities Board
- Two staff consultation events were held in January 2012 to discuss the Equal Opportunities Staff Handbook and feedback was passed on to the Head of Human Resources
- The questionnaire was sent to schools and school governors

Councillors

- An email was sent to all Members.

Other

- Key council strategy Equality Impact Assessments (including result of consultation on the strategies) were analysed e.g. Homelessness strategy, Voluntary sector strategy and the Greenest Borough strategy.
- Feedback from a number of concurrent consultations, such as the Homelessness strategy and the Health & Wellbeing strategy, were analysed.

Overview of Respondents

We received responses from the following organisations:

- Haringey Disability First Consortium
- Haringey Women's Forum
- Wise Thoughts
- Stonewall Housing
- Haringey Forum for Older People
- Irish Traveller Movement Britain

The following groups attended a consultation session in December 2011:

- Haringey Race Equality Council
- Haringey's Women's Forum
- Haringey Community & Police Consultative Group

We did not receive any responses from partner organisations.

Our questionnaire had a total of 22 responses from the following groups:

- 10 From residents
- 1 On behalf of a business organisation
- 4 On behalf of a community group/organisation
- 7 Employees of Haringey Council

Equalities information for the respondents is attached within the main Consultation Report.

29 officers attended two staff events to discuss the Equal Opportunities Staff Handbook:

- 9th January (Staff consultation) – 17 attended
- 16th January (Managers consultation) – 12 attended

Feedback on the Consultation Process

A number of respondents had comments on the consultation process. These are summarised below:

- Some respondents felt that we could have provided more supporting information within the questionnaire to help put the questions into context. Where information was provided, having it in a separate document made it difficult and time consuming to cross reference between the two. It was also felt that respondents could have been 'sign-posted' to more detailed information on the council website, or in local libraries.
- Some respondents felt that the consultation relied too heavily on the online questionnaire, particularly for residents who wanted to respond. One suggestion was that it would be better to use events where people would have a better opportunity to engage or to make use of local libraries.
- A number of respondents had views on equalities monitoring. It was suggested that 'prefer not to say' options could be added to the questions, given that they are asking people about quite sensitive information. It was also suggested that the question around gender reassignment could be reworded. It was felt that asking whether an individual is undergoing a sex change was fairly blunt and quite intrusive. Alternative suggestions included asking if the respondent's gender is the same as it was at birth or if they are in the process of transforming

Overall Feedback about the Policy

In addition to the questionnaire we also received a number of submissions from the community and voluntary sector that considered equalities issues in Haringey and the Equal Opportunities Policy overall. These are summarised below.

Detailed comments on the policy, equality objectives and the staff handbook can be found in sections four and five.

Most of the community and voluntary sector groups who responded stressed that they were keen to work with the Council on equalities issues and requested continued engagement between the Council and groups working in this area. It was recommended that a standing community steering group should be developed, consisting of representatives of protected characteristics, to capture the equality issues on an ongoing basis and to ensure that previous good work is continued. There was also some concern that the 'mainstreaming' of equalities could be symptomatic of a perceived 'de-prioritisation' of equalities issues in the borough. A recommendation was also made that Haringey should develop regular Gypsy Traveller Roma Joint Service Interagency Services meetings to address equality issues for these groups.

It was also suggested that the link between the Policy and Haringey's programme of equalities events could be made clearer to show how they helped contribute to the realisation of the policy. Some respondents stressed the importance of these events in keeping equalities issues 'on the agenda' and their role in promoting interaction between different communities.

The importance of good consultation and engagement with residents were also raised; suggestions included working with residents to publish progress reports on the implementation of the Act and ensuring that all documents relating to the Council's equalities duties can be easily understood by all sections of the population. The importance of consulting with mental health service users was also raised, as "this is an ever expanding group who need support."

Some respondents commented on the overall nature of the equality objectives and the need to link to outcomes and targets rather than just aspirations. It was suggested that the objectives could be improved by the addition of targets that are 'specific, relevant and measurable' and also that measuring and publicising the outcomes of Equalities Impact Assessments (EqIAs) could be improved. The commitment to 'monitor and evaluate service up-take by all groups with the protected characteristics' was welcomed though with the suggestion of more training for staff in how the particular questions could be handled.

There were a number of comments regarding the collection of equalities data and most respondents were concerned about the proposals to stop collecting data on sexual orientation and religion. It was widely felt that the Council should encourage the collection of more not less equalities data and that Haringey should be a promoter of best practice. The importance of data collection in helping to better understand the equalities issues for residents and services users was stressed. It was suggested that collection of equalities data in this area continues, but with the addition of a 'prefer not to say' option. The point was also made that if employees are reluctant to provide this information this could be an indicator of the stigma that is attached to 'protected characteristics'.

Other suggestions regarding the equalities monitoring were that the Council should consider ways to collect information around language, as this is often a key barrier to accessing services, and that some questions could be more specific; in particular sexual orientation and marriage and civil partnership were mentioned. The importance of completing EqIAs for all policies and strategies and the monitoring of equalities outcomes for all policies were also mentioned.

The issue of multiple or dual discrimination and marginalisation was raised as being important to consider. An example given was the access of Black women to employment opportunities and the interaction with this of disability and domestic violence.

There was significant concern over the move away from the social model of Disability in the policy with this was seen by most respondents as a backwards step and 'against best practice.'

The issue of staff training in equalities was raised by some of the respondents, especially the need to train staff on issues arising across the protected characteristics, but also the importance of collecting equalities data. The link between training and access to services was also raised, with respondents emphasising the importance of an understanding of equalities issues when engaging with, and delivering services to residents. Specific issues were raised around engaging with and delivering services to the Lesbian, Gay Bisexual and Transgender (LGBT) community, disabled people (particularly with the move to personalisation and the changes to health and social care services), and also language as a barrier; it was suggested that 'the development of accessible English classes, high quality appropriate translation and interpreting services as well as a wider understanding of patterns of learning English' should be developed.

Feedback on the objectives

See section 3a

4 b) How, in your proposal have you responded to the issues and concerns from consultation?

Within the full consultation document a council response is listed next to the feedback. However, it should be noted that there was no particular consensus around distinct issues or suggestions received. Consequently, the responses are simply listed below, with no particular weighting allocated to them.

The Council has many initiatives in place aimed at tackling inequality across different issues. It is not possible to include all of them as objectives for this delivery plan. The fact that many have not been included does not mean that the issues have been ignored; they are being taken forward within our existing service delivery plans.

Many potential equality objectives were considered for inclusion in the delivery plan. These included addressing inequality in employment, housing, education, health, crime, procurement, fair access to existing community assets and ensuring a balanced workforce. Additional suggestions made by stakeholders during the consultation, were also considered for inclusion in the delivery plan.

The final set of eight objectives are taken from the Council's key strategies and are supported by analyses of data from needs assessments, performance reports, national and regional governmental reports and analysis of Equality Impact Assessments. Some council strategies are currently being revised and so could not be considered for the current delivery plan. Any key areas of inequality identified by these strategies will be considered for inclusion in later years i.e. 2013/14 onwards.

Our focus for 2012/13 will be to tackle inequality in relation to employment, housing, education, health and crime; employment of staff; and procurement and commissioning. We have chosen these issues because employment, housing and education link to the priorities set out in the Council's budget setting consultation in November 2011; and health, crime, employment of staff and our procurement and commissioning processes, are important areas of responsibility for the Council.

These objectives align with the Equality Act and the aims of the Policy around the provision of services, the employment of staff and our procurement and commissioning processes.

Consultation with residents, voluntary and community groups, and council staff showed support for these objectives. New objectives around community safety and employment of staff were included as a result of the consultation.

4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

Information will be disseminated to public by;

- Website
- Voluntary Sector Organisations

Information will be disseminated to internally by;

- The Corporate Equalities Board
- Departmental Management Board
- The Strategic Boards / Partners

The actions have been documented in 4b above.

Step 5 - Addressing Training

The equalities issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

Do you envisage the need to train staff or raise awareness of the equalities issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?

Appropriate equality training on the Public Sector Duty on delivery of services and employment practices should be delivered in the following areas;

- Managers and staff in the Council
- Relevant Voluntary Sector Organisations (Procurement & Commissioning)
- Organisations that are awarded contracts

Step 6 - Monitoring Arrangements

If the proposal is adopted, there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the protected characteristics detailed in Step 4 above. The purpose of equalities monitoring is to see how the proposal is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address those effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Corporate Equalities Board.

What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?

- *Who will be responsible for monitoring?*

The objectives will be monitored by the Corporate Equality Board and updates to CEMB.

- *What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?*

Indicators will be set and monitored through the Corporate Performance Team, and overseen by the Corporate Equality Board.

- *Are there monitoring procedures already in place which will generate this information?*

Yes.

- *Where will this information be reported and how often?*

The information will be reported quarterly through the Corporate Equality Board, CEMB, and Cabinet.

Step 7 - Summarise impacts identified

In the table below, summarise for each protected characteristic, the impacts you have identified in your assessment

Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
<p>At its peak the 50+ employment rate in Haringey was higher than the London and England rates therefore this group has not been targeted and our actions are likely to have no change in the data.</p> <p>The data shows that there are significant gaps at key stage 1,2 & 4 amongst ethnic groups in relation to the White British pupils ,</p>	<p>The number of children with mental health is 2538 out of 43,000 and is set to increase to 2650 by 2013.</p> <p>There are high levels of mental health in the East of the Borough. Black British represent 46% off all admissions for schizophrenia and 39% for Bipolar. The need for in service severe mental illness is 60% higher than England average but similar to</p>	<p>The data shows that unemployment is higher amongst BME, disabled and young people. Actions to tackle worklessness amongst this group are likely to reduce barriers.</p> <p>Reduce Barriers The data shows that BME, young people and single female households are overrepresented in homelessness and on the housing register.</p> <p>Religion is noted as linked to ethnicity and is</p>	<p>The male employment rate in Haringey is 69.6% and is significantly higher than the female employment rate of 53.1%. In fact the female employment rate is currently the lowest it has been since the data series began and is lower than the London and England.</p> <p>Women are not covered in the objectives , however the Council runs employment programmes focusing on women</p>	<p>Other than the cross links with ethnicity as mentioned under housing We have no data in relation to religion or belief.</p> <p>Therefore, we are not able to determine if there is a positive or negative impact.</p>	<p>Sexuality has not been covered under health and housing as we have no data. So we are not able to determine if there is a positive or negative impact.</p> <p>There needs to be more analysis under the data for crime in order to identify hate crime (including homophobic harassment)</p>	<p>We have no data in relation to gender reassignment.</p> <p>Therefore, we are not able to determine if there is a positive or negative impact.</p>	<p>We have no data in relation to marriage and civil partnership.</p> <p>Therefore, we are not able to determine if there is a positive or negative impact.</p>	<p>Infant mortality rates are at an all time low, however in Haringey are higher than those for England and Wales in particular African Women. Targeting pregnant women will reduce barriers.</p>

Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
<p>the lowest achievers being African, Caribbean, Turkish & Kurdish. White Pupils achieve above their national peers and ethnic minorities below. The targeting of those groups is likely to reduce barriers.</p> <p>In Early Years Foundation, Key Stages 1 & 2 boys underachieve in relation to girls. Key stage 2 maths boys are equal and slightly under at Key stage 4 GCSE. Targeting boys</p>	<p>London.</p> <p>More people in the west suffer dementia.</p> <p>Haringey has a high level of drug misuse mainly amongst people in their twenties and BME people. 67% of drug users are unemployed.</p>	<p>thereby captured under BME groups.</p> <p>Life expectancy is increasing nationally but men in the east of the Borough die 9 years younger than men in the west. Targeting this group will reduce barriers.</p> <p>Turkish, Bangladeshi and Irish men are high smokers and contributes to life expectancy. This will be targeted through the Health and Well being strategy so is likely to reduce barriers.</p>	<p>Women have difficulties accessing affordable child care, need to develop childcare outside of a traditional working day.</p> <p>Teenage pregnancy rates have decreased since 1998, however the 2009 rate is significantly higher in the East of the Borough.</p> <p>Almost half of the crime is male on female.</p> <p>Violent and sexual crime types by men against women represent 56.2%, many of these incidents relate to domestic violence.</p>		<p>and incidents.</p>			

Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
<p>are likely to reduce these barriers.</p> <p>There are higher percentages of ethnic minority pupils in receipt of free school meals. The targeting of this group is likely to reduce barriers.</p> <p>Attainment of Looked After children is significantly lower than the overall levels. Targeting this group will reduce barriers.</p> <p>Statistics on crime show the following; Crime remains young</p>		<p>Child Obesity rates are higher than the London and England average. This is more significant amongst BME groups in Year 6 This will be addressed through the Health & Well Being Strategy so is likely to reduce barriers.</p> <p>Crime and disorder is often co-located in the East of the Borough, Wood Green and Tottenham High road.</p> <p>The ethnicity of the accused show an under-representation of White and Asian,</p>	<p>Northumberland Park Seven Sisters and Noel Park have a rate greater than twice the Borough average.</p>					

Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
<p>people's top concern.</p> <p>People in their 20s are more likely to be victims of crime.</p> <p>Children and youths up to 17 are more likely to be victims of personal robbery.</p> <p>Over a third of offenders are between 18 - 24</p>		<p>and an over-representation of Black African & Caribbean.</p> <p>The unemployment amongst the GRT in particular youth should be an objective.</p> <p>GRT are not covered. There is a disparity between the date held in Housing and needs highlighted by the community.</p>						

Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead service	Timescale	Resource implications
Data collection and analysis	Monitor impact of employment initiatives on women	Economic Regeneration	2012/13	Within existing resources
	Monitor needs of people with mental health needs in relation to housing	Housing	To be confirmed	
	Monitor the allocation of housing across the protected groups	Housing	To be confirmed	
	Carry out a needs assessment of the Gypsy, Roma and Traveller (GRT) community covering housing, employment, education, health (including maternity care) issues etc	Strategy and Business Intelligence	2012/13	
	Monitor levels of drug misuse by people in their 20s from BME communities	Public Health	2012/13	
	Monitor educational achievement of: <ul style="list-style-type: none"> • GRT children • Children and young people with specific disabilities • Reasons for differences in education attainment 	Children & Young People	To be confirmed 2012/13	
Update /review of equality objectives	When the equality objectives are reviewed, consider inclusion of: <ul style="list-style-type: none"> • hate crime • teenage pregnancy 	<ul style="list-style-type: none"> • Community Safety • Public Health 	2013/14	Within existing resources

Issue	Action required	Lead service	Timescale	Resource implications
Employment of staff	<ul style="list-style-type: none"> • To produce and publish a headcount profile of the Council's workforce covering all equalities protected characteristics, analysing and evaluating these and taking appropriate corrective action; • Recruitment & retention • Redundancies • Disciplinary • Grievance • Training • Promotions • People management • Pay 	<ul style="list-style-type: none"> • Human Resources 	2013/14	Within existing resources
Provision of services	<p>Work with schools to reduce levels of teenage pregnancy</p> <p>Include Turkish, Bangladeshi and Irish men in the target groups for action on smoking</p> <p>Update action plan to address needs of people experiencing domestic and gender based violence</p>	<p>Public Health</p> <p>Public Health</p> <p>Strategy and Business Intelligence</p>	<p>2012/13</p> <p>To be confirmed</p> <p>2012/13</p>	Within existing resources

Step 9 - Publication and sign off

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.

When and where do you intend to publish the results of your assessment, and in what formats?

This will be published on the council's website.

Assessed by (Author of the proposal):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature: *A. J. Brown*

Date: 7th March 2012

Quality checked by (Policy & Equality Team):

Name: Inno Amadi

Designation: Senior Policy Officer

Signature: 

Date: 8 March 2012

Sign off by Directorate Management Team:

Name: Eve Pelekanos

Designation: Head of Strategy and Business Intelligence

Signature: Eve Pelekanos

Date: 02 April 2012