



Haringey Council

Equality Impact Assessment

Name of Project	Young People's Strategy	Cabinet meeting date If applicable	14 th July 2015
Service area responsible	YCP		
Name of completing officer	Sean May	Date EqIA created	16 th June 2015
Approved by Director / Assistant Director	Gill Gibson	Date of approval	14 th July

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a 'Specific Duty' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead – Sean May	5.
2. Equalities / HR – Ben Ritchie, Policy & Strategy team	6.
3. Legal Advisor (where necessary)	7.
4. Trade union	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

The Young People’s strategy will provide an overarching framework to guide the Council and key partners over priorities when delivering services and making decisions which affect young people in the borough. It’s implementation will form a key workstream for the new Early Help and Prevention Service when it becomes operational on the 1st October 2015,

The Young People’s Strategy is being designed to increase the life chances of all young people living in Haringey, and enhance recognition of the positive contribution that young people make to our borough. Four strategic priorities are set out in the document; (i) recognising the value of young people’s contribution, (ii) pathways to employment, training and further education, (iii) improving good health outcomes (iv) ensuring safety and wellbeing.

We recognise that some groups of young people in Haringey are facing inequalities which reduce their life chances and opportunities. The Strategy is designed to improve life chances for all groups; to overcome inequalities some groups may need to be targeted more than others. The youth population in Haringey is growing and we are keen to ensure we identify and address need early and before adulthood. Some of the key feedback received from the initial engagement highlighted equalities related issues which have since informed the design of the strategy. This EqIA first analyses data identifying the current equalities issues faced by young people in Haringey, and then goes on to assess how the Youth Strategy is been designed to help address these issues and enhance equalities.

Early Help Needs Analysis, JSNA and IMD shows that the centre and east of Haringey are associated with higher rates of deprivation and also correspond to higher population density. The following areas are identified from the data; Seven Sisters, White Hart Lane, Northumberland Park, Noel Park, Bruce Grove, Tottenham Hale and Tottenham Green. Evidence also suggests that residents from most ethnic minority groups are generally more likely to be deprived in terms of socio-economic status. Greater support needs to be provided in particular to families with children from the following communities: White Irish Travellers, Somalis, Kurdish, Kosovan and Turkish.

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment

Data Source (include link where published)	What does this data include?
<p>Data has been considered from Haringey's data bases including from Integrated Youth Support Services, which includes data on those who are NEET (Not in education employment or training).</p> <p>Census data and corporate management data has also been used: http://www.haringey.gov.uk/children-and-families/children-and-young-peoples-plan-2013-2016 http://www.haringey.gov.uk/council-and-democracy/about-council/equalities/equality-impact-assessments-eqia</p>	<p><u>AGE – 'YOUNG PEOPLE'</u></p> <p><i>Profile -</i> Approximately 63,400, 0-19 year olds live in the borough (24.9%) There is a higher proportion of children and young people in the east of the borough. The wards with the largest number of 0-19 year olds are Seven Sisters, Northumberland Park, White Hart Lane and Tottenham Hale.</p> <p><i>Education and Employment -</i> The level of NEETs (not in education, employment or training) and young people whose status is Not Known in Haringey have been above the London average. NEETS have shown a steady increase over the last 5 months and at 4.5% are higher than our statistical neighbours.</p> <p>Children living in poverty is higher in the east of the borough, as is unemployment and those young people who are NEET (Not in education employment or training) or whose current education or employment status is unknown</p> <p>Poverty is closely associated with children not achieving their potential; Haringey's child poverty rate is 33.6%, 8th largest in London (28%) and the 11th in England (20.6%) Those young people eligible for free school meals tend to do less well than their peers.</p> <p>The quality of secondary schools in the borough, as rated by Ofsted, has significantly improved. Currently 86% of primary and 100% of secondary schools are rated Good or Outstanding.</p> <p>Post 16 attainment in Haringey is improving (in 2014, 65.7% of Haringey's 19 year olds achieved a level 3 qualification, a 4% increase from 2013 and now above the London average of 64%) but opportunities for high quality academic opportunities in the east of the borough and in the sub region are limited. 85% of those young people in secondary schools feel they have to leave the borough for post 16 education.</p> <p><i>Health and Wellbeing -</i> It is estimated that there are currently 2,534 children and adolescents with mental health problems and it is likely that prevalence rates are higher in the centre and east of the borough (there are strong links between deprivation and mental ill-health)</p>

122 children and young people were in specialist drug and alcohol treatment (April 2011-Feb 2012). This was the 8th highest in London, but figures vary widely and problems are often hidden. Cannabis and alcohol were the most commonly used substances. 73% of young people in specialist alcohol and drug treatment were male

In Haringey obesity levels are much higher in the east of the borough in reception and year 6 than in the west.

Although the number of teenage pregnancies is falling locally, the number of teenage pregnancies is higher in the East of the borough

Wellbeing and Safety -

In the Young Person's Resident Survey (2009/10) Crime remains the top concern for Haringey residents (adults and young people) The higher the crime rate for an area, the larger the percentage of residents who feel that crime is an issue. The top three concerns for children and young people are: crime, bad behaviour and bullying and intimidation. 85% of children and young people feel very or fairly safe outside during the day, dropping to 37% after dark

Serious acquisitive crime such as burglary and robbery, and the majority of gun and knife crime, tends to be committed by young men aged 15 to 24. 58% of those accused of offences linked to gangs are between 15 and 17. 15-17 year olds and, in the case of personal robbery, 10-14 year olds are highly over-represented as perpetrators of crime. While young people are more likely to be both victims and perpetrators of violent crime, those aged 13-21 are more likely to be victims of personal robbery

Almost half of those accused of offences linked to gangs were aged 15-17; only 8% were aged 25 or over. The majority of individuals on Haringey's 'gangs matrix' live in Tottenham or Wood Green

345 children are subject to child protection plans (Jan 2013). The vast majority (88%) live in the east of the borough.

'YOUNG PEOPLE' - ETHNICITY/RACE

Profile -

Haringey is one of the most diverse boroughs in London. 80.6% of the children at Haringey schools are non White British (compared to London 65%, England 23%)

Education and Employment -

White UK, White other and Black Caribbean children tend to be over represented in the NEET figures, as do those living in the east of the

	<p>borough.</p> <p>Health and Wellbeing - Children aged 11 to 16 from Black ethnic groups have a higher prevalence of mental health problems than other groups. It is estimated that the numbers of children and young people with mental ill-health will increase</p> <p>For those young people who are receiving specialist alcohol and substance misuse treatment, the most prominent ethnic groups were Other Black, White British and White and Black Caribbean (April 2011 – Feb 2012 figures)</p> <p>White British obesity levels were 4.9% in reception and 10.5% in year 6. Black African obesity levels were 18.2% in reception and 29.3% in year 6.</p> <p>Although the number of teenage pregnancies is falling locally, levels remain higher amongst mixed White and Black Caribbean communities</p> <p>Wellbeing and Safety Almost half of those accused of offences linked to gangs were aged 15-17; only 8% were aged 25 or over. There is no ethnicity data linked to police accused data, but there is ethnic appearance data based on the description of the individual at the time of arrest which indicates that 83% of gang-flagged accused are Black Caribbean or Black African</p> <p><u>'YOUNG PEOPLE' - DISABILITIES</u> The number of children claiming Disability Living Allowance (DLA) is higher in the east of the borough.</p> <p>The most common disabilities recorded on the Children's services database are: Autism or Asperger's syndrome, mobility difficulties and learning disabilities</p> <p>Haringey has 1414 children and young people with Statements of SEN and 499 Young People with Learning Difficulty Assessments.</p>
Qualitative and	Some of the key feedback received from the initial engagement highlighted equalities related issues which have since informed the design of

<p>quantitative data has been used to gauge young people's views on the strategy proposals. This has included interviews and data responses.</p> <p>To date the engagement process has included youth groups, school councils, youth council and online submissions.</p>	<p>the strategy. These included:</p> <ul style="list-style-type: none">• Young People would like youth activities to be more affordable, accessible, better publicised, and to have greater access to arts based activities.• Young People felt post 16 education and training in Haringey was not as good as in other areas.• There was an overwhelming sense that young people feel unsafe on the street from both physical and sexual harm.
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**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	Details	None – why?
Sex	YES		<p>The data above highlighted current concerns over sexual violence against young women.</p> <p>The strategy intends to place a high priority on the reduction in the number of women and girls experiencing forms of violence. It identifies new work underway in the following areas:</p> <ul style="list-style-type: none"> ○ Girls and Gangs ○ Protecting young women from radicalisation and the pull of Syria ○ Tackling Child Sexual Exploitation ○ Developing work on understanding and responding to trafficking, FGM, prostitution and rape as part of the our work on reducing violence against women and girls. 	
Gender Reassignment				Data is insufficient to comment although it is anticipated that the strategy will have a positive impact for all young people including from this protected characteristic. The case for collecting this information in this context should be explored.
Age	YES		The strategy aims to enhance the representation of the Youth Agenda in corporate and stakeholder planning	
Disability	YES		The strategy emphasises that services for young people should be better advertised and gaps identified. The strategy’s framework should support youth activities which are targetted and accessible for those with disabilities	

Race & Ethnicity	YES		<p>The data above indicates that BME groups are over represented against inequality measures especially with regard to health and education outcomes</p> <p>The strategy proposes a range of early interventions and targeted support for those young people most in need, and prioritises improvement of employment and learning pathways and healthy living. This should benefit those ethnic groups who are currently facing the greatest inequalities in these areas.</p>	
Sexual Orientation				<p>Data is insufficient to comment although it is anticipated that the strategy will have a positive impact for all young people including from this protected characteristic. The case for collecting this information in this context should be explored.</p>
Religion or Belief (or No Belief)				<p>Data is insufficient to comment although it is anticipated that the strategy will have a positive impact for all young people including from this protected characteristic. The case for collecting this information in this context should be explored.</p>
Pregnancy & Maternity	YES		<p>The data above indicates that teenage mothers are over represented as NEET. The strategy prioritises improving employment and skills pathways.</p> <p>The strategy prioritises promoting healthy and safe relationships</p>	
Marriage and Civil Partnership (note this only)				<p>Data is insufficient to comment although it is anticipated that the strategy will have a positive</p>

applies in relation to eliminating unlawful discrimination (limb 1))				impact for all young people including from this protected characteristic. The case for collecting this information in this context should be explored.
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Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>The initial assessment of the data has highlighted that young people in the borough currently experience different levels of opportunity and life chances.</p> <p>Particular issues surround:</p> <ul style="list-style-type: none"> • Under-representation and recognition of young people in the borough, and their potential to make an important contribution to Haringey's future • Inequalities over access to employment and further education opportunities for young people leaving school at 16 • Issues surrounding health and wellbeing of young people and vulnerability for particular groups • Concerns over safety and crime, and vulnerability for particular groups of young people to become affected by criminal activity 	<p>(i) In response to the issues highlighted, the strategy includes 4 key priorities. These have been designed to advance equality of opportunity and foster good relations with regard to groups of young people in the borough:</p> <p><u>Priority 1 - Ensure that young people in Haringey are valued for the positive contribution they make to communities and the economy</u></p> <ul style="list-style-type: none"> • Activities such as volunteering and peer mentoring are recognised, valued and contribute to education and or employment. • Increasing positive images and promotion of young people including as current and future leaders. • Increased sense of belonging, self worth and self esteem leading to improved confidence and aspiration for young people. • Young people actively contributing to the decision making and commissioning within the borough & council. <p><u>Priority 2 - Ensure clear pathways into an attractive and relevant range of employment, learning and enterprise opportunities</u></p> <ul style="list-style-type: none"> • All young people are engaged in learning, employment or enterprise. • All young people have aspirations and the employability skills to achieve their potential. • A curriculum which gives young people the skills to meet their career aspirations. • All young people will have greater access to apprenticeships, traineeships and work experience. • The quality in pathways (particularly in Tottenham) will enable young people to continue their studies into Higher Education including Russell Group Universities. <p><u>Priority 3 - Ensure young people have good quality health and wellbeing outcomes.</u></p> <p>We want all young people growing up in Haringey:</p> <ul style="list-style-type: none"> • To be able to make the best choices in order to enjoy good health and wellbeing, including good mental health and wellbeing. • To choose healthy lifestyles. • To have the confidence to engage in positive relationships. • To know how to stay safe. <p><u>Priority 4 - Coordinate engagement to reach vulnerable young people and intervene to ensure their safety and wellbeing</u></p> <ul style="list-style-type: none"> • There is a multi-agency response to wrap support around vulnerable young people and their families. • More young people are accessing appropriate support and advice before they reach crisis point.

	<ul style="list-style-type: none"> • Reduction in the pattern of high risk behaviours with appropriate and timely interventions for vulnerable young people. • Vulnerable young people will be identified for appropriate provision which includes accessing and maintaining learning, employment and enterprise opportunities. • Dedicated response focused on youth justice to prevent re-offending <p>The 4 priorities in the Youth Strategy will inform how the Council and key partners reach decisions and plan the delivery of services for young people in the borough</p> <p>(ii) We will set up a steering group of Young People to advise on the progress of the strategy and to challenge where appropriate. We also plan to conduct an annual perception survey for the strategy.</p> <p>(iii) The success of the Young People’s Strategy will be judged against corporate objectives which are laid out within the strategy document.</p> <p>These will be measured by the targets and outcome indicators which the strategy document identifies e.g. increasing educational attainment and halting childhood obesity levels. Equality of opportunity will be enhanced through achieving these objectives.</p>
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Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
We will set up a steering group of Young People to advise on the progress of the strategy and to challenge where appropriate.	Group and report feedback
We are likely to conduct an annual perception survey for the strategy	Data return

Stage 8 - Final impact analysis
The impact analysis has identified that groups of young people in the borough currently experience different levels of opportunity and life chances.

The Young People's Strategy is designed to help reduce inequalities for young people in the borough. To maximise the impact of its effectiveness we are designing the Strategy as a framework to guide ourselves and key partners. We are also designing the strategy to enhance the voice of young people in the borough , which we aim to be better reflected in how the Council and partners plan and deliver services going forward.

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Date of review

Review approved by Director / Assistant Director

Date of review

Stage 10 – Publication

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