

## **Equality Impact Assessment (EQIA) Haringey Adult Strategic Priorities 2023-28**

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

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

<b>Name of proposal:</b>	The Haringey Safeguarding Adults Board Strategic Plan 2023-2028
<b>Service Area:</b>	Adults Services
<b>Officer Completing Assessment:</b>	Farzad Fazilat/Ashraf Sahebodin
<b>Equalities Advisor:</b>	Rufus Pope
<b>Cabinet meeting date (if applicable):</b>	N/A
<b>Director/Service Director</b>	Beverley Tarka/Vicky Murphy

### **2. Executive summary**

The Haringey Safeguarding Adults Board Strategic Plan 2023-2028 describes our strategic priorities and objectives which will help us to achieve our vision and provides a road map for improving the ways in which Haringey citizens are safeguarded. The Strategy provides direction and continuity to our annual delivery work plan and embraces the six key principles of safeguarding (empowerment, prevention, proportionality, protection, partnership, and accountability) which are set out in the Care Act 2014. The six principles hold equal importance and are the foundation of good and effective safeguarding underpins the Adult Safeguarding Board objective that “Haringey residents are able to live a life free from harm, where communities have a culture that does not tolerate abuse; work together to prevent abuse; and know what to do when abuse happens.”

Developing a comprehensive safeguarding adult strategy is crucial for ensuring the safety and wellbeing of vulnerable adults. The strategy has been designed and drafted through a co-production process with Joint Partnership Board and provides a long-term plan to address the needs of vulnerable adults and promote a culture of safeguarding within the community. By ensuring that this strategy is well-informed, comprehensive, and adaptable, we can work towards a society where all adults are able to live safe, healthy, and fulfilling lives, free from abuse and neglect.

### **3. Consultation and engagement**

#### **3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?**

The public consultation will cover all people living in Haringey and in addition will target those that need care and support or deemed to be vulnerable. We have designed the consultation and engagement to inform the development and all proposals in the proposed strategy. This strategy proposal that is being consulted on is the result of a co-production work between Haringey Safeguarding Board and the Joint Partnership Board representing various groups who receive care and support and voluntary sector. The proposed strategy draws on the skills, qualities and experiences of our wider partnership. The consultation will reach out to people with lived experience who may be receiving care and support from various agencies. The Haringey Safeguarding Adults Board will be undertaking direct consultation with people, their carers and those who support them with the view to define the key priorities and objectives for the board to set out for the next 5 years. The consultation plan which covers all of Haringey locations for opportunity for face to meeting to comment on the strategy as set out below:

- Woodgreen Library (Business Lounge) 05.06.23 & 06.06.23
- Marcus Garvey Library (Room 1) 31.05.23
- Northumberland Park Resource Centre (Room 1) 14.06.23
- Hornsey Library 22.05.23
- Stroud Green 19.06.23

The online survey and associated documents including the strategy will be available [www.haringey.gov.uk/hsab](http://www.haringey.gov.uk/hsab)

#### **3b. Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics.**

To be updated following the consultation.

## 4. Data and Impact Analysis

### 4a. Age

#### Data

##### Borough Profile<sup>1</sup>

56,718: 0-17 (21%)

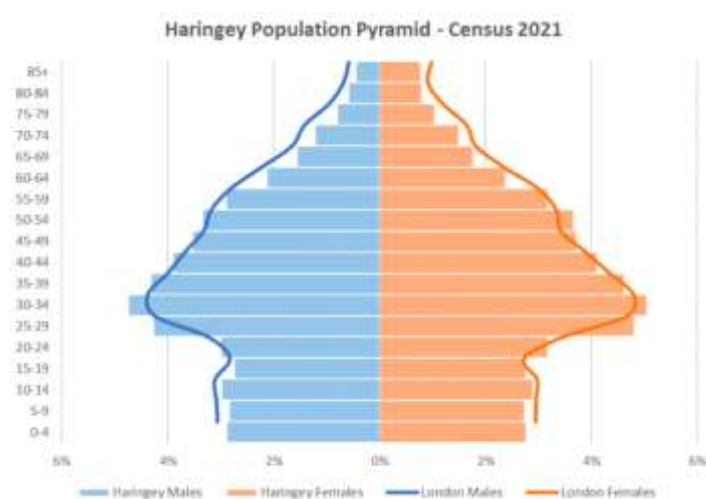
72,807: 18-34 (27%)

68,257: 35-49 (25%)

44,807: 50-64 (17%)

28,632: 65+ (11%)

#### Target Population Profile



Source: Census 2021 Age tables

Based on Adult Social Care data set available is broken down:

Age			
18-65	1892	51.60%	
65+	1772	48.40%	

#### What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Adult Social Care Data set provided by Local Authority sets out the Borough Profile <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough> (2022).

- Haringey has a young, ethnically diverse population. The total resident population in Haringey is 284,200.
- Haringey is ranked 49 out of the 317 local authorities in England with respect to deprivation and is the 4th most deprived in London.
- 67% of the Haringey population are from a Black & Minority Ethnic group or Other White ethnic groups compared to 60% in London.
- 30% of Haringey residents do not speak English as their main language. This is the 6th highest rate in London and is above the statistical neighbour and London averages.

<sup>1</sup> Source: State of the Borough

## Detail the findings of the data set

The Local Authority data sets out the following:

- There are 27,700 people over 65 living in Haringey in 2022. This population is expected to see the most significant growth of any age group over the next ten years, growing by 40% to 40,000 residents in 2031
- Those who receive support are 3664 and nearly half of those receiving support are over 65.
- 69% of the population is between 18 to 64 and of those for the same age group 52% who are in need of care and support are between 18 and 64.

**a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

By virtue of the age older people are more vulnerable. The proposal has been designed to ensure older people are free from harm. They will be positively impacted by all of the proposals in the strategy.

**b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?**

By virtue of the age older people are more vulnerable. The proposal has been designed to ensure older people are free from harm. They will be positively impacted by all of the proposals in the strategy.

## Impacts

Positive impact

### 4b. Disability<sup>2</sup>

#### Data

#### **Borough Profile** <sup>3</sup>

4,500 people have a serious physical disability in Haringey.

19,500 aged 16-64 have a physical disability this equates to approximately 10% of the population aged 16-64.

1,090 people living with a learning disability in Haringey.

4,400 people have been diagnosed with severe mental illness in Haringey.

#### **Target Population Profile**

The population of the target group is the same as above however the following breakdown shows those who receive care and support from local authority for people over the age of 18.

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<sup>2</sup> In the Equality Act a disability means a physical or a mental condition which has a substantial and long-term impact on your ability to do normal day to day activities.

<sup>3</sup> Source: 2011 Census

Support group		
Learning Disability Support	811	22.10%
Mental Health Support	640	17.50%
Physical Support	1862	50.80%
Sensory Support	76	2.10%
Social Support	50	1.40%
Support with Memory and Cognition	185	5.00%
Other	40	1.10%

**What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?**

Adult Social Care database for people who receive care and support.

**Detail the findings of the data.**

By virtue of the need. The proposal has been designed to ensure older people are free from harm. They will be positively impacted by all of the proposals in the strategy.

**4c. Gender Reassignment<sup>4</sup>**

**Data  
Borough Profile**

There is no robust data at Borough level on our Trans population, however the central government estimates that there are approximately 200,000-500,000 Trans people in the UK. Assuming an average representation, this would mean between 800 and 2,000 Haringey residents are Trans.<sup>5</sup>

**Target Population Profile**

We have no data available for this category for vulnerable adults, however the prevention strategy is committed to support the needs of those experiencing both visible and hidden abuse to address any inequality.

**Detail the findings of the data.**

People who have had gender reassignment, will face discrimination and the strategy is designed to support the needs of those experiencing both visible and hidden abuse to address any inequality.

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<sup>4</sup> Under the legal definition, a transgender person has the protected characteristic of gender reassignment if they are undergoing, have undergone, or are proposing to undergo gender reassignment. To be protected from gender reassignment discrimination, an individual does not need to have undergone any specific treatment or surgery to change from one's birth sex to one's preferred gender. This is because changing one's physiological or other gender attributes is a personal process rather than a medical one.

<sup>5</sup> Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

#### 4d. Marriage and Civil Partnership

The Strategy makes no distinction between those who are married and those who are in a civil partnership so there is no likelihood of either married couples or couples in a civil partnership being disproportionately affected.

#### 4e. Pregnancy and Maternity

The Strategy makes no distinction between those who are married and those who are in a civil partnership so there is no likelihood of either married couples or couples in a civil partnership being disproportionately affected.

#### 4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.<sup>6</sup>

#### Data

##### Borough Profile <sup>7</sup>

Arab: 0.9%

Any other ethnic group: 3.9%

Asian: 9.5%

Bangladeshi: 1.7%

Chinese: 1.5%

Indian: 2.3%

Pakistani: 0.8%

Other Asian: 3.2%

Black: 18.7%

African: 9.0%

Caribbean: 7.1%

Other Black: 2.6%

Mixed: 6.5%

White and Asian: 1.5%

White and Black African: 1.0%

White and Black Caribbean: 1.9%

Other Mixed: 2.1%

White: 60.5% in total

English/Welsh/Scottish/Northern Irish/British: 34.7%

Irish: 2.7%

Gypsy or Irish Traveller: 0.1%

Other White: 23%

#### Target Population Profile

The local authority data source will be used to inform the impact and will be the basis of monitoring of safeguarding and protection for people under these characteristics.

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<sup>6</sup> [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](http://equalityhumanrights.com)

<sup>7</sup> Source: 2011 Census

Ethnicity		
White	1783	48.70%
Black / African / Caribbean / Black British	1333	36.40%
Asian / Asian British	269	7.30%
Other Ethnic Group	142	3.90%
Mixed / multiple	84	2.30%
No data	53	1.40%

Black / African / Caribbean / Black British (36.4%) people are overrepresented for those who need care and support compared to the Haringey general population (18.7%).

Asian and Asian British are under presented (7.3%) where they need care and support compared with the same group in Haringey population (9.5%).

Ethnicity	18-64	65+	Grand Total
White	42.40%	55.30%	48.70%
Black / African / Caribbean / Black British	41.50%	30.90%	36.40%
Asian / Asian British	6.30%	8.40%	7.30%
Other Ethnic Group	4.80%	2.90%	3.90%
Mixed / multiple	3.40%	1.10%	2.30%
No data	1.50%	1.40%	1.40%

Where this data is broken down by adults and older people – the picture changes slightly change where white participation and in care and support is increase so is the Asian / Asian British, where Black and African / Caribbean drops.

### Detail the findings of the data.

The proposal does not disproportionately effect the protected group as it takes the data available as part of the design of the priorities and engagement with protected groups to prevent abuse and promote safeguarding.

### Impacts

The strategy is designed to support the needs of those experiencing both visible and hidden abuse to address any inequality. The Strategy should have a positive impact on the protected groups by enabling easier access to protection and safeguarding.

### 4g. Religion or belief

#### Data

#### Borough Profile <sup>8</sup>

Religion or Belief	Haringey 2022
Buddhist	2,455 (0.9%)

<sup>8</sup> Source: 2022 Census

Christian	103,944 (39.6%)
Hindu	3,529 (1.3%)
Jewish	9,397 (3.6%)
Muslim	33,295 (12.6%)
No religion	83,535 (31.6%)
Other religion	6,164 (2.3%)
Sikh	892 (0.3%)
Religion not stated	21,027 (8.0%)

### Target Population Profile

Religion		
Christian	963	26.30%
Not Stated	810	22.10%
Unknown	801	21.90%
Muslim	371	10.10%
Catholic	236	6.40%
No Religion	168	4.60%
Jewish	83	2.30%
Greek Orthodox	80	2.20%
Other Religion	70	1.90%
Hindu	52	1.40%
Rastafarian	9	0.20%
Buddhist	8	0.20%
Sikh	7	0.20%
Jehovah Witness	6	0.20%

### What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Adult Social Care dataset.

### Impacts

The proposed strategy will have a positive impact on people who share a protected characteristic related to religion. People of all religions and beliefs will be able to access safeguarding services.

### 4h. Sex

#### Data

#### Borough profile <sup>9</sup>

Females: (50.5%)

Males: (49.5%)

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<sup>9</sup> Source: 2011 Census



Haringey has a higher proportion of residents identifying as Female compared to those identifying as Male. This difference increases with age and is in part due to increased life expectancy for Females. The gap has increased since the 2011 Census which tentatively may be due to reduced international migration in the wake of Brexit and travel restrictions during the coronavirus pandemic.

### Target Population Profile

Sex		
Male	1833	50.00%
Female	1826	49.80%

### 4i. Sexual Orientation

#### Data

#### Borough profile <sup>10</sup>

ONS Annual Population Survey 2020, question on Sexual Identity. Figures are based on subsequent analysis of data contained in the report, using ONS principal population projections for London and the UK. Note that the ONS survey combines responses from people identifying as gay or lesbian into one category “Gay Man / Woman”.

Between 4.7 and 6.1% of Londoners aged 16 or over were estimated to identify as lesbian, gay, or “Other” in 2020.<sup>24</sup> Currently available estimates at a more local level (for example from the ONS Subnational sexual identity estimates, UK: 2013 to 2015) have very large statistical uncertainties and are therefore unreliable for practical purposes. In Haringey this equates to 6,491 residents.

However, the borough profile provides the following information.

Sexual orientation	Haringey	Percentage (may not add up to 100% due to rounding)	Rank in London
Straight or heterosexual	180,100	83.38%	25th
Gay or Lesbian	5,912	2.74%	12th
Bisexual	4,503	2.08%	9th
Pansexual	1,143	0.53%	4th
Asexual	140	0.06%	5th
Queer	310	0.14%	5th
All other sexual orientations	159	0.07%	3rd
Not answered	23,733	10.99%	4th

<sup>10</sup> Source: ONS Integrated Household Survey

## Target Population Profile

We do not have comparable detailed data on sex and gender.

### What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Adult Social Care dataset.

## Impact

The proposed strategy will have a positive impact on people who share a protected characteristic related to sexual orientation.

## 4j. Socioeconomic Status (local)

### Data

#### Borough profile

#### Income

- 8.3% of the population in Haringey were claiming unemployment benefit on 9 December 2021.<sup>11</sup>
- 20.8% of the population in Haringey were claiming Universal Credit on 9 December 2021.<sup>12</sup>
- 29% of employee jobs in the borough are paid less than the London Living Wage.<sup>13</sup>

#### Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas or small neighbourhood areas) are more heavily concentrated in the east of the borough where more than half of the LSOAs fall into the 20% most deprived in the country.<sup>14</sup>

## Target Population Profile

We do not hold income data for people who are receiving care and support. However, based on latest data set available – there is high levels of deprivation recorded, particularly in the East, thus particularly high vulnerability to the cost of living crisis.

The CoL vulnerability index, an aggregate measure factoring in Fuel Poverty, Food Insecurity, Child Poverty, Claimant Count, Economic Inactivity and Low Pay, places Haringey as the London borough with the 5th highest level of vulnerability and within the top most vulnerable quintile across all UK local authorities.

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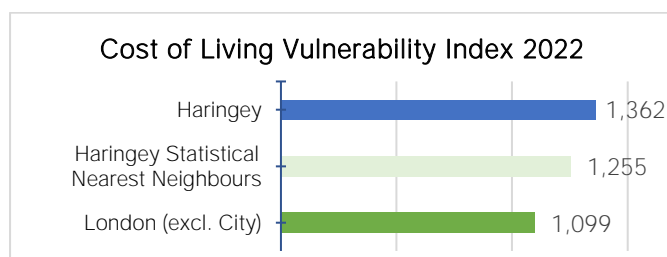
<sup>11</sup> [ONS Claimant Count](#)

<sup>12</sup> [LG Inform](#)

<sup>13</sup> ONS

<sup>14</sup> [State of the Borough](#) (p.21)

Poverty rate after housing costs in Haringey was 35% (London 27%; England 21%)



- Inflation has increased significantly in 2022 /23 to 9.2%, the same rate as in Dec 2022 - the cost of living thus carries on growing at a fast pace. For comparison, the annual rate of inflation in Feb 2022 was 5.5%; two years back in Feb 2021 was 0.7%
- 19.4% of residents aged 16-65 were claiming Universal Credit in Haringey in Feb 2023, i.e., ca. 37,000 people, an increase of 0.2 percentage points from Jan 2023
- 6.6% of residents aged 16+ are claiming unemployment-related benefits in Haringey in Feb 2023, i.e., over 12,000 people, thus continuing a six month period when unemployment has stalled if not slightly grown
- Of all 31,907 Haringey households captured in the Low Income Family Tracker dataset in Feb 2023, 3,937 (or 12.3% of all households) were considered to be 'at risk' and 921 (or 2.9%) 'in crisis' in terms of their financial resilience, i.e., their income, savings and estimated outgoings returned a negative balance.
- The Bank of England interest rate rose to 4% in Jan 2023 and again to 4.25% in Mar reaching the highest in 14 years and increasing the pressure for many mortgage borrowers. Only a year ago the interest rate was only 0.75%

### **What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?**

We have used Haringey statistical bulletin which is produced on monthly basis. This is in response to the cost of living crisis; the bulletin provides key contextual stats for Haringey as well as month-on-month metrics to help keeping the pulse of the evolving financial and wider impacts on Haringey residents.

The bulletin focuses on the actual cost of living, represented by inflation and its relation to earnings; and on the impact of the crisis on Haringey residents, represented by numbers of benefits claimants, levels of poverty and numbers possession claims.

With the exception of LIFT stats, all metrics selected for this bulletin come from official open sources and have been selected among those offering recent enough data points and, wherever possible, provided on a monthly or quarterly bases as well as with relevant geographical benchmarks available.

## **Detail the findings of the data.**

The proposed Safeguarding Adults Board Strategic priorities has highlighted the impact of the cost of living crisis on vulnerable people as a key objective to be responded to for 2023/28.

## **5. Key Impacts Summary**

### **5a. Outline the key findings of your data analysis.**

By Setting out the Haringey Safeguarding Adults Board Strategic Plan 2023-2028 describes our strategic priorities and objectives which will help us to achieve our vision and provides a road map for improving the ways in which Haringey citizens are safeguarded. Developing a comprehensive safeguarding adult strategy is crucial for ensuring the safety and wellbeing of vulnerable adults where we can work towards a society where all adults are able to live safe, healthy, and fulfilling lives, free from abuse and neglect.

### **5b. Intersectionality**

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.

### **Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?**

Vulnerable Adults and Older people who need care and support are disproportionately disadvantaged across multiple areas and have more than one protected characteristic, in particular in terms of race, socio-economic status, sex and disability. The Board's vision is that ***"Haringey residents are able to live a life free from harm, where communities have a culture that does not tolerate abuse; work together to prevent abuse; and know what to do when abuse happens."*** And the Board is committed to addressing strategic safeguarding issues and share learning, including learning from good practice, poor practice, and other experiences to improve adult safeguarding in Haringey. We are required to ensure that an effective feedback mechanism is in place, for the purpose of helping with our journey of continuous improvement and effective functioning of the local safeguarding system.

To ensure that it achieves the above, the Board has set out the following 3 draft priorities for proposal for consultation:

- 1. Priority 1: Prevention & Awareness**
- 2. Priority 2: Learning, Reflection and Practice Improvement**
- 3. Priority 3: Safeguarding and Quality of Services**

### **Priority 1: Prevention & Awareness**

A summary of key areas identified:

- Collaborate with community groups and other organisations to promote awareness of safeguarding issues and to develop tailored approaches to prevention. To share knowledge, and expertise, around prevention and awareness-raising.
- Develop and deliver safeguarding awareness campaigns aimed at the general public, using a variety of media channels, including social media, and events.
- Encourage the reporting of concerns by the public and provide clear guidance and support for those who report concerns.
- Use feedback and complaints to identify areas for improvement.
- Develop and implement targeted engagement activity with vulnerable groups, including awareness-raising sessions and training to promote knowledge and understanding of safeguarding issues.
- Many adults experiencing abuse and neglect may not be known to services or some, for whatever reason, may choose not to engage with, or have limited engagement with agencies. Consequently, we need the support of people in the community to help identify situations of abuse and neglect, including self-neglect. We will continue to proactively raise awareness among people, communities, charities and volunteers.

### **Priority 2: Learning, Reflection and Practice Improvement**

A summary of key areas identified:

- Encourage a culture of continuous learning and improvement across the partnership, including regular safeguarding training and development opportunities.
- Promote multi-disciplinary working, establish networks and partnerships across the NCL to encourage the sharing of knowledge and expertise.
- Regularly review and update policies and procedures to ensure that they reflect best practice and current knowledge.
- Dissemination of SAR learning and 7 minute briefings with partners and the North Central London.

### **Priority 3: Safeguarding and Quality of Services**

A summary of key areas identified:

- Monitor the quality of services in the provider market provided to vulnerable adults, including regular audits, inspections, and feedback from service users and their families.
- Establish clear policies and procedures for safeguarding vulnerable adults
- Promote a culture of openness and transparency where concerns can be raised without fear of reprisal.
- Conduct thorough background checks and vetting of all staff and volunteers working with vulnerable adults.
- Ensure that staff across the partnerships are trained in identifying signs of abuse, neglect, and exploitation, and in reporting any concerns promptly and appropriately.

### 5c. Data Gaps

**Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this**

A formal consultation will take place between May and June 2023.

## 6. Overall impact of the policy for the Public Sector Equality Duty

The strategic priorities set out that it is our priority to ensure **“Haringey residents are able to live a life free from harm, where communities have a culture that does not tolerate abuse; work together to prevent abuse; and know what to do when abuse happens.”**

The Adult Safeguarding Board is committed to better understanding the interactions of those at risk of abuse and using the evidence from safeguarding investigations and Safeguarding Adult reviews to inform our strategic interventions. The proposal to publish a new set of strategic priorities would not result in direct/indirect discrimination for any group that shares the protected characteristics.

The strategy will help to advance equality of opportunity between groups who share protected characteristics and those who do not by creating a shared vision with concrete commitments, that will work to highlight and minimise known inequalities and risks and meet the specific needs of people with protected characteristics and encourage participation of vulnerable people in the evaluation of the success of the strategy through the newly established community engagement subgroup and working with Joint Partnership Board.

Adult Safeguarding Board will oversee and seek assurance for the Services commissioned by partner agencies who deliver elements of the strategy including health, police, fire brigade and voluntary sector as well as adult social care will also help to foster good relations between groups who share and do not share protected characteristics. The Strategic priorities will not result in identified direct or indirect discrimination for any group that shares the relevant protected characteristics.

## 7. Amendments and mitigations

**7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?**

None.

**No major change to the proposal:** the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

**7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?**

Not Applicable.

## 7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?  
**Haringey Safeguarding Adults Board**
- What the type of data needed is and how often it will be analysed.  
**Adult Social Care dataset will be monitored on a Quarterly basis.**
- Timescale:  
**To be reviewed annually**
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?  
**As part of the proposal, we will establish a joint working with Haringey Joint Partnership Board and setting up a community Engagement subgroup.**

## 8. Authorisation

EQIA approved by (Assistant Director/ Director)

**Vicky Murphy**

Date

**09 May 2023**