

Appendix A

Haringey Council's Corporate Equality Objectives 2012-16

Introduction

This document sets out Haringey Council's Corporate Equality Objectives for April 2012 to March 2016, as required to support the implementation of the Equality Act 2010.

The nine equality objectives, taken from our key strategies¹, have been identified to reflect local circumstances, as mentioned in the Equalities Act 2010. They have been based on consideration of the consultation feedback and analysis of relevant data (through needs assessments, performance reports, national and regional governmental reports) and Equality Impact Assessments.

The objectives have also been identified with due regard to the general duty, contained within the Act, which requires councils to consider provision of services, the employment of staff and procurement and commissioning process. The nine objectives will form the basis of our delivery plan for 2012/13.

Consultation with residents, voluntary and community groups, and council staff carried out during November 2011-January 2012 showed a broad level of support for the areas being addressed by the Equality Objectives. A detailed consultation report is available on our webpage www.haringey.gov.uk/equaloppspolicy.

The objectives for the next four years are set out in this document; actions to deliver them are included in our key strategies and the Council's departmental business plans. We will set targets based on relevant performance measures which will be monitored at the Council's Corporate Equality Board and included in the Council's performance reports.

We will review the delivery plan annually and update the objectives to reflect new and emerging issues. We will publish an annual report on our performance and invite the public to comment on how well we are doing.

¹ Detailed evidence to support the objectives can be found in the [Haringey Borough Profile](#).

Provision of services		
Equality objective	Rationale	Performance measures
<p>1. To develop work and skills programmes to help Black and minority ethnic (BME) communities, young people and disabled people find work</p>	<p>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:</p> <ul style="list-style-type: none"> • higher than average levels of unemployment • lower levels of skills and qualifications • lower than borough average rate of self-employment <p>At 9.7%, the Job Seekers Allowance claim rate for young people aged 18 – 24 in Haringey is higher than for any other age group and higher than the London and national averages at 6.4% and 6.8% respectively.</p> <p>The employment rate for disabled people locally is 29.4% compared to 60.5% for the general population aged 16-64. Reducing the Employment Support Allowance and Incapacity Benefit is an important Council target in line with the government's Welfare to Work agenda.</p>	<p>JSA Claimant rates by gender, ethnicity and ward</p> <p>Young people Not in Education, Employment or Training (NEETs) by ward, ethnicity and vulnerable group (including disabled people and young people)</p>
<p>2. To ensure that our housing allocation processes do not negatively impact on any of the protected groups</p>	<p>Haringey introduced a revised housing allocations policy in 2010-11 and this objective will consider allocation of properties across the protected groups with a focus on addressing homelessness.</p> <p>This is key already because:</p> <ul style="list-style-type: none"> • Almost 50% of people in priority housing need are lone female parents • 40% of people in priority housing need are young people aged 16-24 • 34% of people in priority housing needs are Black or Black British – three times their size in the local population 	<p>The number of female lone parent applicant households accommodated by the authority as at 31 March 2012 (source: P1e section E6a)</p> <p>The number of applicant households aged 16-24 in priority need accepted (source: P1e section E1b)</p> <p>The proportion of Black or Black British (including African, Caribbean or any other black background) applicant households for which decisions were taken. (source: P1e section E1)</p>

Provision of services		
Equality objective	Rationale	Performance measures
<p>3. 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 	<p>The following groups under-perform in schools at all key stages</p> <ul style="list-style-type: none"> • African, Caribbean, Turkish and Kurdish pupils • Children eligible for Free School Meals (FSM) • Boys • Looked After Children (LAC) 	<p>The percentage of EYFS children eligible for FSM/ African, Caribbean, Turkish and Kurdish pupils/Boys/LAC who achieve a good level of development</p> <p>Key Stage 2 (Age 11) results for pupils eligible for FSM/ African, Caribbean, Turkish and Kurdish pupils/Boys/LAC (% attaining level 4+ in both English and maths)</p> <p>The percentage of pupils eligible for FSM/African, Caribbean, Turkish and Kurdish pupils/Boys/LAC attaining 5+ A* - C grades (including English and maths) at GCSE</p>
<p>4. To improve early maternity services booking rate, particularly for pregnant African women</p>	<p>Black African women book later than the recommended 12 weeks of completed pregnancy for maternity care</p>	<p>Maternity access at 12 weeks (source: NHS North Central London)</p>
<p>5. To reduce the gap in male life expectancy between the east and the west of the borough</p>	<p>In Haringey as a whole, male life expectancy is on average 6.8 years shorter than female.</p> <p>Male life expectancy is also, on average, nearly 9 years shorter in the east than in the west of the borough.</p> <p>Known contributors to early death include:</p> <ul style="list-style-type: none"> • smoking • low physical activity • alcohol misuse • cardiovascular disease cancer 	<p>Male mortality rate</p> <p><75 cardiovascular disease (CVD) mortality rate</p> <p><75 cancer mortality rate</p> <p>4 week smoking quitters</p>

Provision of services		
Equality objective	Rationale	Performance measures
6. To further support people with mental illness	<ul style="list-style-type: none"> • There are an estimated 2,568 children aged 5-16 with mental health problems; this is predicted to increase by 8.1% to 2,650 by 2013. • Haringey has a high level of severe mental illness, concentrated in the east of the borough; it has the 3rd highest rate of psychotic disorder in London. • 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. • A third of problematic drug users have a co-existing mental health problem which is particularly prevalent amongst some BME groups, younger users and those in or referred from the criminal justice system. 	<p>Number of referrals to Child and Adolescent Mental Health Services (CAMHS)</p> <p>Number of acute mental health hospital admissions by race (to be confirmed following discussion with the Mental Health Trust)</p> <p>Successful completion of drug treatment by age and race</p>
7. To further support young people who are victims of crime	<p>People aged 17 - 20 are more likely than others to be victims of crime especially as a percentage of the local population</p>	<p>To be confirmed.</p>

Employment of staff		
Equality objective	Rationale	Performance measures
<p>8. To produce and publish a headcount profile of the Council's workforce covering equalities protected characteristics*, analysing and evaluating these and taking appropriate corrective action</p>	<p>The Council's aim in employment is to ensure equality of opportunity in all aspects of the employment cycle.</p> <p>Further work is required across all employment practices to comply with the Equality Act 2010. This work will be detailed in the action plan of this EqIA, and monitored through the Equality Board Work Programme.</p>	<p>A workforce that represents Haringey's communities</p>

*where data is available

Procurement and commissioning		
Equality objective	Rationale	Performance measures
<p>9. To promote the Equal Opportunity Policy through procurement and commissioning</p>	<p>The Council's Voluntary Sector Strategy 2011-2016 recognises that it needs to do more to ensure equality of access to as many voluntary organisations as possible.</p> <p>In 2010/11 only 250 of the 1600, representing 16% of the 1600 groups in the borough, accessed Council funding.</p> <p>Equality training was identified in the EqIA as key to ensuring an equitable delivery of the Voluntary Sector Strategy 2011 – 2016.</p>	<ul style="list-style-type: none"> • Voluntary Sector Investment Fund implemented to provide fairer access to voluntary organisations and community groups • Equality training guide in place • Supplier charter that includes equalities goals implemented • Procurement/ commissioning opportunities advertised widely