

Equal Opportunities Policy and Corporate Equality Objectives: Consultation Feedback and Response

Consultation carried out between 4 November 2011 and 27
January 2012

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April 2011

Section One

Introduction

The Equal Opportunities Policy sets out our commitment to promoting equal opportunities both in service delivery and as an employer, by making it integral to all our strategies, policies and practices. It will underpin all other policies and strategies of the Council and will inform all activities of the Council.

The Policy covers employees of the Council, services to local residents and visitors to Haringey and all those who use council services whether provided directly by the Council or on its behalf by a third party whether private, other statutory, voluntary or community sector organisation. In particular, the Policy covers persons who share one or more of the nine protected characteristics identified in the Equality Act 2010, which are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy Maternity, Race, Religion or Belief, Sex (formerly Gender) and Sexual Orientation.

The purpose of this consultation was to engage with local residents, staff and voluntary and community groups in order to seek their views on our updated Equal Opportunities Policy and our delivery plan, which contains a set of equality objectives. The results of the consultation have been taken into account when finalising the objectives.

Communications and Consultation

This consultation concerned two areas:

- The Policy and related equality objectives; where we sought the views of residents, staff, Members, relevant stakeholders and partners.
- The Equal Opportunities Staff Handbook; where we worked with Human Resources to run two staff focus groups.

Consultation responses are discussed in sections two and three. Details of how the consultation was conducted are outlined below.

Residents

- An article was published in Haringey People in December 2011
- Use of the Haringey website to promote the consultation
- All consultation papers – the Policy and Appendices, an Easy words and pictures version and the consultation questionnaire – were made available on our Equal Opportunities webpage
- A press release to local newspapers
- The consultation was promoted at three 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 Community and Voluntary Sector groups in December 2011.
- A letter and consultation questionnaire were sent to key partner organisations and council officers working in housing, education, health, regeneration and the environment.
- Consultation papers were also sent to umbrella organisations and community groups that represent the equality protected characteristics.
- 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 made available 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 Equality 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.
- Regular updates were given to the Lead Member for Communities.

Other

- Key council strategy Equality Impact Assessments (including the 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.

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 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 felt that some of equalities monitoring questions touched on quite sensitive issues and would benefit from the addition of a 'prefer not to say' option. It was also suggested that the question about gender reassignment could be less intrusive by asking if the respondent's gender is the same as it was at birth or if they are in the process of transforming from one gender to another. It was also suggested that for pregnancy and maternity, the question would be improved by asking whether a woman has had a baby in the last 12 months, rather than asking them 'if they are nursing a baby under 12 months old.'

Council Response

We will take these points into account when undertaking any future consultation and the suggestions will also be passed to the Council's corporate consultation team for consideration. The Council's equalities monitoring form has been updated in light of the comments received.

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

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

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

Section Two

Overall Feedback about the Policy and Objectives

We received 22 responses to the questionnaire. Responses to the objectives were positive. Analysis of the results shows that for each objective more respondents supported it than not.

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 on the following page.

Detailed comments on the equality objectives can be found in section three.

General Consultation feedback	Council response
<p>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.</p>	<p>Council services consult community and voluntary sector groups when developing a new policy or strategy. Area forums and committees provide an opportunity for groups to have their say on important local matters.</p> <p>Further engagement issues will be discussed at the Corporate Equalities Board.</p>
<p>It was suggested that Haringey should develop regular Gypsy Roma Traveller (GRT) Joint Service Integrated Services meetings to address equality issues for these groups.</p>	<p>This will depend on the outcome of the GRT community needs assessment.</p>
<p>There was concern that the 'mainstreaming' of equalities could be symptomatic of a perceived 'deprioritisation' of equalities issues in the borough.</p>	<p>The mainstreaming of equalities is to ensure that it is not seen as a separate activity but is a core and fundamental part of what the Council does.</p>
<p>It was 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.</p>	<p>These events have been included on the Corporate Equality Board annual workplan.</p>
<ul style="list-style-type: none"> • 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. • Some respondents commented on the overall nature of the equality objectives and a need to link to outcomes and targets rather than aspirations. 	<p>The Council will publish an annual progress report on how it is performing against targets in the delivery plan. An easy read version of the Policy is currently available. The annual progress report will also be made available in easy read version.</p>
<p>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.</p>	<p>Information about language is currently collected.</p>
<p>The importance of completing EqlAs for all policies and strategies and the monitoring of equalities outcomes for all policies were also mentioned.</p>	<p>This is Council policy.</p>
<p>The issue of multiple or dual discrimination/marginalisations was raised as being important to</p>	<p>Our EqlAs aim to highlight issues of multiple or dual</p>

General Consultation feedback	Council response
consider. An example given was the access of Black women to employment opportunities and the interaction with this of disability and domestic violence.	discrimination.
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.'	Our monitoring form has been amended to help clarify this issue. The Council accepts the social model of disability. However, in order to be able to identify and respond to specific needs, it is important that we know what kind of disability people have.
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. Understanding of equalities issues when engaging with, and delivering services to, residents was seen as important, particularly given the increased pressure on services. 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).	Comments have been forwarded to the Head of Human Resources for consideration.
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 staff are reluctant to provide this information this could be an indicator of the stigma that is attached to 'protected characteristics'.	This issue will be discussed at the Corporate Equalities Board. The staff monitoring form currently has a 'prefer not to say' option for sexuality and gender reassignment.

Other miscellaneous comments

A number of comments were made that did not relate directly to the Policy or objectives, these are as follows:

- You need to ensure that this Policy is not box-ticking nonsense that is used to parade false achievements when the core work of the Council is lacking.
- Use Fair Trade goods where ever possible.
- Shop local where possible.
- Anyone who drops litter on the streets etc. should be fined - Haringey can hardly be the greenest borough with the amount of rubbish people dump. Generally Haringey is not a select area to live as litter is everywhere. Clamp down on this.
- Ensuring that suppliers only buy from UK or EU sources where the staff producing those goods or services are paid a minimum wage. Open public tender in newspapers not just project manager jobs to urban futures.

Council Response

Where appropriate, comments will be forwarded to the relevant service for consideration as part of their ongoing work.

Staff Comments

A formal response to the comments made by staff has been produced and will be published in conjunction with the staff handbook.

Key issues raised in the staff consultation were:

- The guaranteed interview scheme for disabled applicants should continue
- Ensure transparency and consistency in the recruitment process
- Concern over generic job descriptions and applications for jobs arising through shared services
- Many staff felt they had not had sufficient equalities training, some managers felt that they would also benefit from a greater understanding of equalities issues to help them manage staff
- Cultural awareness and an understanding of diversity issues were seen as important, particularly in frontline areas. How are different groups affected by the cuts? Have soft skills i.e. community languages, been lost through staff reductions?
- Staff agreed that the rights in the handbook were comprehensive; many, but not all, were aware of them. Practical examples could illustrate how they affect staff
- Staff agreed that the Council should not collect data on sexuality and religion

Council Response

An objective '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' (where data is available) was added following consultation with staff.

The issues raised will be taken forward by Human Resources through the staff handbook and business plans as appropriate.

Section Three

Comments on the Equality Objectives

This section provides a summary of the comments on the different equality objectives in the Policy. Consultation feedback is listed in the left hand column, with a Council response on the right.

Following the consultation a set of nine equality objectives have been identified, which reflect local circumstances. The tables below show what changes have been made.

Changes to the equality objectives 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 will form the basis of our delivery plan for 2012/13 and align with the Equality Act and the aims of the Policy in addressing inequality in the following areas:

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

A wide range of issues were raised in the consultation, however there was limited consensus around any particular new objectives that should be included in the delivery plan. The Council responses below list where suggestions will be taken forward in other areas of work, or are already areas that we are working on, outside of the Equal Opportunities Policy, for example though the Homelessness strategy delivery plan.

All suggestions will be passed to relevant service heads for consideration as part of future service planning. Areas of inequality not included in the equalities objectives at this time will be considered for inclusion in later years i.e. 2013/14 onwards.

The tables below outline all of the comments made regarding equality objectives and a council response for each. Where suggestions have not been included as an equalities objective, they have been passed to relevant service heads for consideration as part of future service planning. The Council responses below also list where suggestions will be taken forward in other areas of work, or are already areas that we are working on, outside of the Equal Opportunities Policy, for example though the Homelessness strategy delivery plan.

Issues highlighted in the consultation relating to the Gypsy Roma and Traveller (GRT) communities will be taken forward by the Corporate Equalities Board. The Equalities Impact Assessment (EqIA) has identified the need for a

Needs Assessment to be completed in respect of the GRT community and issues that they face regarding housing, employment, education and health (including maternity care).

Issues raised in respect of the GRT community were:

- Housing and a lack of traveller sites
- The need to build capacity in health services to understand GRT issues and identify areas of health inequalities
- Education including attainment, exclusions and attendance issues
- A joined up approach to tackling crime
- Unemployment
- GRT communities to be included in social exclusion policies
- The need to set up Haringey Gypsy Traveller Roma Joint Service Interagency Service meetings
- Increased partnership working and work with the voluntary sector

Consultation Feedback	Council Response
<p>1. Unemployment Equality Objectives:</p> <p>The following objectives were consulted on:</p> <ul style="list-style-type: none"> • <i>Make sure regeneration projects create jobs for local people especially in the east of the borough</i> • <i>Develop programmes to help disadvantaged people find work, especially in the east of the borough</i> • <i>Develop skills programmes to help people especially in the east of the borough</i> 	<p>Council Response to Consultation Feedback on Unemployment</p> <ul style="list-style-type: none"> • Respondents supported the objectives and following the consultation and analysis of available data the three draft objectives have been revised to form a single objective to target support around work and skills programmes for specific groups where inequalities have been identified: <u>To develop work and skills programmes to help Black and minority ethnic (BME) communities, young people and disabled people find work.</u> • The new focus on young people puts a greater emphasis than the previous objectives on tackling inequalities related to the protected characteristics.
<p>Many women have difficulties accessing affordable childcare. Problems are wide ranging with a need to develop childcare that is available outside the traditional working day. Evenings can be a particularly difficult time, where women struggle to access part time employment because childcare would need to be child-minded in their own home because of children's bedtimes and this was not congruent with current availability of childcare that could be subsidised through Working Families Tax Credit.</p> <p>Disabled people have an unemployment rate of 13% (5% higher than non-disabled people), are more likely to be unemployed for a longer period of time, and more likely to work in the public sector). The government has also limited the Access to Work Scheme.</p>	<p>Parents are a key focus of Council run employment programmes and contractors delivering employment support services for the Council are required to ensure that one third of the people they work with are parents. This will involve the provision of family friendly employment support and job opportunities (including part-time work). Working Family Tax Credit is a matter for the Government.</p> <p>Disabled people have historically been and will remain a focus of Council run employment programmes. All Council contractors delivering employment support services are required to ensure that 10% of the people they work with are disabled.</p>
<p>What other objectives, if any, do you think we should include?</p>	
<p>Direct Recruitment or recruitment through Job Centres NOT employment agencies, which discriminate against anyone who does not fit into their neat little pigeon holes.</p>	<p>The Council already works closely with Jobcentre Plus to source employment opportunities for local unemployed people. We also work with specialist welfare to work providers (not employment agencies), including those in the voluntary sector, who provide one to</p>

Consultation Feedback	Council Response
<p>The Council has failed in numerous regeneration projects. It does not have the capacity to carry them out. The skill programs appear little more than job for contractors.</p>	<p>one support for unemployed people and source employment opportunities for them.</p> <p>The Council has run the successful Haringey Guarantee employment programme since September 2006 and in that time over 1,250 Haringey residents have been supported into employment through the scheme.</p>
<p>Why always the east? Until the housing stock and layout of these areas are changed then all of this is a waste of time. Keep this message and see in another 40 years.</p>	<p>The Council's employment programmes are primarily focused on the east of the borough as this is where most labour market deprivation is concentrated. However, this focus also extends to the west of the boroughs in areas such as Bounds Green, Noel Park and Woodside where there are also high levels of unemployment.</p>
<p>Very difficult to tackle unemployment when national economy does not lead to increased demand for labour.</p>	<p>Although demand for labour has reduced there are still vacancies available in the economy and the Council remains committed, especially in these difficult economic times, to source employment opportunities for our unemployed residents and provide specialist support to enable them to access these opportunities.</p>
<p>Start with educating young people about employment opportunities and prospects and encourage motivation; Given the increase in youth local young people should be included and additional support in employment settings may be required for those with few skills.</p>	<p>The Council recognises that youth unemployment has reached unacceptable levels both locally and nationally. In response to this the Council will be launching a new employment programme in the Spring that will have a strong focus on tackling youth unemployment, including a fund to create jobs.</p>
<p>Add an objective to promote and educate reasonable adjustments in the workplace Identification of disabled people; Develop programmes to help disabled people find work, especially those currently unemployed/facing redundancy.</p>	<p>Disabled people have historically been and will remain a focus of Council run employment programmes. All Council contractors delivering employment support services are required to ensure that 10% of the people they work with are disabled. The Council's staff handbook mentions that the Council will ensure accessible</p>

Consultation Feedback	Council Response
	workplaces for disabled employees, making reasonable adjustments to facilitate disabled people.
<p>2. Housing Equality Objectives</p> <p>The following objectives were consulted on:</p> <p><i>To reduce homelessness for the following groups:</i></p> <ul style="list-style-type: none"> • <i>Lone female parents</i> • <i>16 – 24 age groups</i> • <i>Black and Black British population</i> 	<ul style="list-style-type: none"> • Following the consultation the three draft objectives have been merged to form a single broad objective: <u>To ensure that our housing allocation processes do not negatively impact on any of the protected groups.</u> • This objective will consider allocation of properties across the protected groups with a focus on addressing homelessness.
What other objectives, if any, do you think we should include?	
<p>Ensuring sufficient accessible housing for disabled people and people for learning disabilities. It was also suggested that in addition improvements to the built environment would benefit disabled residents.</p> <p>Consider mental health service users and vulnerable adults</p> <p>Housing should be provided for all at an affordable rate and action taken to curtail the ability of private landlords to charge extortionate rents</p>	<p>In terms of new housing the Council seeks to ensure that 10% of new housing is designed to be wheelchair accessible or easily adaptable for residents who are wheelchair users. The Health and Well Being strategy has an action to enable people with learning disabilities to live independently or interdependently with the support and housing care they need in the community, and move out of institutional care.</p> <p>The EqIA has identified a need to monitor the needs of people with mental health needs in relation to housing. We have included a general equality objective around mental health. The Health and Well Being strategy has an action to support mental health service users to find secure housing.</p> <p>The Local Housing Allowance (LHA) rate exists for private sector tenants, which do not limit rents but clearly set out how much people of housing benefit can expect to receive. Social rented accommodation will be up to 80% of market rents. Without an act of parliament to introduce rent regulation these are the only mechanisms which will limit how much social and private rented</p>

Consultation Feedback	Council Response
<p>Paid workers who can not afford private rents who have to reside within a relative's/friend's home despite having been on the Council's register for more than ten years.</p>	<p>sector rents are.</p>
<p>Lone male parents/Single working people on a low wage/ Single childless people without discrimination</p>	<p>Haringey's Housing Allocation Policy describes the people who will be prioritised for social housing. Unfortunately social housing is not a realistic option for many as only the most vulnerable with the highest housing need are housed. Housing benefit can enable low paid worker to access the private rented sector.</p>
<p>Equal priority/access to social housing for Lesbian, Gay Bisexual and Transgender (LGBT) and those working in the voluntary sectors.</p>	<p>The draft Homelessness strategy includes an aim to prevent homelessness of young people and where homelessness cannot be prevented that household links are maintained. Pre-tenancy training will also be developed for care leavers, people moving on from short term supported accommodation and people entering the private rented sector through Council schemes. Measures to tackle this issue will be taken forward in the Homelessness Strategy delivery plan.</p>
<p>Whilst a good cause it is not the role of the local council to act as a landlord.</p>	<p>There is limited data available for the LGBT community. While these suggested objectives will not be taken forward as specific equalities objectives, a new Homelessness Forum, made up from representatives from partners organisations across all sectors (including community and voluntary sector) will ensure robust and transparent governance of the Homelessness Strategy delivery plan.</p>
<p>Whilst a good cause it is not the role of the local council to act as a landlord.</p>	<p>Council properties are managed by Homes for Haringey, an arms length management organisation.</p>

Consultation Feedback	Council Response
<p>3. Education Equality Objectives:</p> <p>The following objectives were consulted on:</p> <p><i>To improve:</i></p> <ul style="list-style-type: none"> • <i>the percentage of African, Caribbean, Turkish and Kurdish pupils attaining 5+ A* - C grades (including English and mathematics) at GCSE</i> • <i>the reading skills of African, Caribbean and Turkish pupils at age 7</i> • <i>the grades of boys at all key stages</i> • <i>the grades of children eligible for Free School Meals at all key stages</i> • <i>the grades of Looked After Children at all key stages</i> 	<p>Council Response to Consultation Feedback on Education</p> <ul style="list-style-type: none"> • Following the consultation the three draft objectives have been merged to form a single objective: <u>To narrow the gap amongst the following under-performing groups:</u> <ul style="list-style-type: none"> – African, Caribbean, Turkish and Kurdish pupils – Children eligible for Free School Meals (FSM) – Boys – Looked After Children
<p>The racial group "African", should be more specific as there are differences amongst the different African Groups; the consultation document should have identified the African groups where education attainment is of concern.</p> <p>Education amongst the Polish Community.</p> <p>The reduction in legal aid for cases relating to Special Educational Needs (SEN) and that this is likely to effect disabled children's</p>	<p>The education service analyses educational attainment by about 30 different ethnic groups. The African group is broken down into Congolese, Ghanaian, Nigerian, and Somali. Some pupils just specify African as their ethnicity. At GCSE % 5+ A* - C, Congolese (42% of 36 pupils and African (42% of 95 pupils), were the lowest attaining group under African. Nigerian (76% of 51 pupils) was the highest attaining group.</p> <p>There were 40 pupils who took GCSEs in 2011. 58% of these pupils attained 5 + A* - C (including English and maths). This is in line with the England average.</p> <p>We have no comment to make regarding the changes in legal aid rules as these are a matter for the Government. All SEN pupils are</p>

Consultation Feedback	Council Response
<p>attainment in school.</p> <p>Support the suggestion for improving the grades of children who are eligible for free school meals but how is this translated into an empirical target?</p>	<p>supported and pupils with disabilities that affect their learning will each have an Individual Education Plan. Each school is expected to monitor the progress of SEN pupils and make provision for those pupils who are not making the progress expected.</p> <p>Each school receives data in respect of narrowing the gap for particular groups, including FSM pupils. This information is used to inform the School Standards Team on how to support each school. The new Ofsted framework has a particular focus on narrowing the gap for vulnerable groups.</p>
<p>What other objectives, if any, do you think we should include?</p>	
<p>Ensuring that the needs of the children of non-religious are taken into account i.e. ending the blanket provision of Halal or other religious foods in school canteens - which effectively amounts to imposing other people's beliefs on non-adherents.</p> <p>The achievement of children with specific learning disabilities</p> <p>Support for gifted and talented children from low income backgrounds to attain places in elite universities</p>	<p>Schools are encouraged to develop and implement their own individual School Food Policy based on consultation with parents, staff and pupils. The school meal service endeavours to meet, and be responsive to, the needs of a diverse multicultural inner city community. In doing so, Haringey now has a number of schools where a specific demand has been identified for Halal menu items. Menus should include the provision of a daily non-Halal choice and a “blanket provision of Halal or any other specific religious food” is not encouraged.</p> <p>The achievement of children with specific learning disabilities is monitored regularly by schools and the Children and Young People’s Service. The DFE and Ofsted also monitor the achievement of such pupils in schools.</p> <p>Due to budget cuts we no longer have dedicated staff and funding to support Gifted and Talented pupils progression. We are forging links between our centres and local universities, setting up a pilot of support for Gifted and Talented to get ready for universities and exploring best practice.</p>

Consultation Feedback	Council Response
<p>We should aim for all to achieve to their potential and this affects all working class children and cannot be divided out on the basis of ethnicity in such a simplistic manner.</p> <p>To improve the teaching of getting pregnant/not getting pregnant and the way in which having children at a young age can be detrimental to your life choices.</p> <p>Children are individuals so must be treated as such with assistance with their educational needs/ Children who have English as a first language should also be supported as they are often neglected when a teacher's attention is diverted.</p> <p>Absence from the strategic objectives of tackling sexualised and homophobic bullying. /Maintain/support Youthwise to help combat homophobic/transphobic bullying through greater outreach work and the offer of a drop-in service.</p>	<p>That is the policy aim of both the Council and the schools. However, we know that there are disparities in attainment between groups. All schools are made aware of any group of pupils failing to make the required progress so that actions can be taken to narrow the gaps.</p> <p>Reducing teenage pregnancy will be a priority in the forthcoming Health and Wellbeing Strategy and actions include promoting sex and relationship education.</p> <p>Schools monitor the progress and attainment of each individual pupil carefully. Children with particular needs are supported by a range of specific programmes and individuals.</p> <p>The absence of specific equality objectives regarding homophobic bullying does not diminish the importance of this issue. The EqIA has identified hate crime as an area where further action could be required and this issue will be considered for inclusion when the equality objectives are reviewed in the future.</p>
<p>4. Health Equality Objectives:</p> <p>The following objectives were consulted on:</p> <ul style="list-style-type: none"> • <i>To improve early maternity services booking rate for pregnant African women</i> • <i>To improve early maternity services bookings for pregnant women under 20</i> • <i>To increase male life expectancy in the east of the borough</i> 	<p>Council Response to Consultation Feedback on Health</p> <ul style="list-style-type: none"> • Following the consultation the Council has decided to take forward three equality objectives: <u>To improve early maternity services booking rate for pregnant African women; To increase male life expectancy in the east of the borough; To further support people with mental illness.</u> • An objective around mental health has been added as a result of the consultation and after analysis of available data.

Consultation Feedback	Council Response
	<ul style="list-style-type: none"> We did not take forward the objective to improve early maternity services bookings for pregnant women under 20. This was because data has highlighted that targeting low booking rates for African women will have the greatest impact on reducing the infant mortality rate. We will review whether to include this as an equality objective for next year following analysis of the latest data.
<p>The health opportunities should be the same for all not tailored.</p> <p>Pregnancy could be an opportunity to screen women for a number of issues such as domestic violence which affect outcomes for pregnant woman as well as their children and wider families. This could also be a chance for other interventions around smoking, healthy eating and parenting. Increased training for midwifery staff would be needed.</p> <p>Extend this priority to increase access to services for babies up to 12 months given the particular vulnerabilities of this group such as the NSPCC’s finding that 47 per cent of all serious case reviews involve a child under one.</p> <p>At a time of huge upheaval in the health and social care services, and massive cuts that have impacted multiply on disabled people, it is disappointing that there is no mention of disability in the health objectives of this Policy.</p> <p>Having compared these objectives to those contained within the</p>	<p>The purpose of this exercise is to identify the key areas of existing inequality in health so that health opportunities are the same for all.</p> <p>We believe this issue will be more effectively dealt with (and will be picked up) through the Domestic Violence action plan, which will be dedicated specifically to addressing domestic violence . A number of programmes and services will be delivered to pregnant women through the Health and Wellbeing Strategy. This includes the Stop Smoking Services, where staff are being trained to give advice on stopping smoking to pregnant women.</p> <p>Early years will be a key theme of the Health and Wellbeing Strategy. The Healthy Child Programme delivers screening for all new born babies and an early intervention and prevention programme for vulnerable children.</p> <p>Health issues for disabled people, including mental health, are key components and outcomes of the Health and Wellbeing Strategy. Disabled people will be supported through a number of wellbeing programmes such as ‘Increase Physical Activity, Especially Supporting the Inactive to Become Active’ and ‘Support Independent Living’. We have included an equality objective around mental health.</p> <p>The Equal Opportunities Policy does not undermine or diminish any of</p>

Consultation Feedback	Council Response
<p>Health and Wellbeing strategy consultation documents there was a strong preference for those which were contained within the latter. It was the improved access to services that was seen as necessary rather than merely increased surveillance.</p> <p>Support/maintain and improve access to 'Gaywise' – the Borough's only social/communal support group for Lesbian, Gay Bisexual and Transgender people.</p>	<p>the objectives contained in the Health and Wellbeing Strategy.</p> <p>The Council has recently announced the Haringey Investment Fund which will provide a source of funding to support entrepreneurial, innovative and sustainable voluntary organisations. Voluntary organisations are able to bid for funds of up to £50,000 per year for a period of up to three years. Their bids must show how their work supports the Council's main priorities.</p>
<p>What other objectives, if any, do you think we should include?</p>	
<p>Teenage pregnancy and sexual health should be included in our equality objectives.</p> <p>Accessible health screening and health information for people with learning disabilities</p> <p>This objective must consider mental ill health, which is an increasing problem for at least one quarter of the borough at any one time. This is another instance of mental health service users being ignored.</p> <p>Disabled peoples and mental health users wellbeing</p>	<p>Teenage pregnancy is a priority in the Health and Wellbeing strategy. A number of projects and programmes to provide sexual health services will be delivered through the Health and Wellbeing strategy. The EqlA has recommended that when the equality objectives are reviewed the inclusion of an objective concerning teenage pregnancy is considered.</p> <p>Haringey is currently 9th in the country for completing annual health checks of people with learning disabilities with 74% receiving a health check this year. Work in this area will be delivered through the Health and Wellbeing Strategy.</p> <p>We have included an equality objective around mental health.</p> <p>See responses above.</p>

Consultation Feedback	Council Response
Returned military service men & women	We are not aware of any local data on the numbers of returned military service men and women. If data becomes available which suggests the need for specific measures, these would be considered by services.
<p>5. Crime Equality Objectives:</p> <p>The following objectives were consulted on:</p> <ul style="list-style-type: none"> <i>To work more closely with partners to tackle crime especially in areas like Northumberland Park, Seven Sisters and Tottenham</i> <i>To strengthen support to victims of sexual violence</i> 	<p>Council Response to Consultation Feedback on Crime</p> <ul style="list-style-type: none"> Following the consultation the objective has now changed to focus on young people. The objective will be: <u>To further support young people who are victims of crime.</u> Tackling crime in the areas identified by objective 1 will still be a priority. The new objective puts a greater emphasis on tackling inequalities related to the protected characteristics. This change has been made in response to analysis of available data. A needs assessment of levels of domestic and gender based violence is being undertaken, which will help us to identify specific issues where further action is required. We will consider this issue again next year when we review the objectives. Many of the suggestions made by respondents have been identified as strategic priorities in the Community Safety Strategy and will be included in the delivery plan which is currently being updated.
Discuss objective 1 in more detail with community groups. What type of crime does this concern?/Another area of focus should be Finsbury Park./"Work more closely with partners to tackle crime" is too vague and we should identify specific areas of crime, e.g. stop and search, theft, burglary etc and incorporate these into the objectives.	The equality objective has now been changed to focus on supporting young people who are victims of crime. Haringey work closely with the Police, and with Safer Neighbourhood Teams seek to identify the priorities of local communities. Area Plans are also being developed through Area Committees and Area Forums which provides an additional opportunity for community groups to raise any issues or suggestions that they may have. How crime is tackled in different areas of the borough will be intelligence based and developed through consultation and engagement with local communities.

Consultation Feedback	Council Response
<p>Increased and stable support for victims and survivors of Domestic Violence and abuse; tackling and reducing tolerance and incidents of domestic and gender based violence; increasing the safety of women and children. Victims of Domestic and sexual violence often do not disclose sexual violence immediately and that often other forms of abuse and neglect lead to sexual violence; "Strengthen support to victims of Sexual violence", is too vague and needed to be more specific as there are many forms of sexual violence e.g. trafficking, gender based violence and DV.</p> <p>What is the point. In over 40 years of living here, it's the same questions year in year out so I believe that we are just responsible for never sorting these poor areas out.</p>	<p>Haringey takes domestic and gender based violence (DGBV) very seriously. A needs assessment of levels of DGBV is under way, due for completion by the beginning of April 2012. The EqIA has recommended that the DGBV action plan is updated to address needs of people experiencing domestic and gender based violence.</p> <p>The Council will endeavour to continue tackling crime and anti-social behaviour.</p>
<p>What other objectives, if any, do you think we should include?</p>	
<p>The Council, its agents and councillors must work more with the local police.</p> <p>Support for victims of domestic abuse.</p> <p>Support male victims of sexual violence and male victims of domestic violence.</p>	<p>The Council works closely with the Police and other partners through a number of partnership arrangements, e.g. the Safer Communities Partnership Board.</p> <p>Provision of services in respect of domestic violence have been identified as one of three key areas for which actions will be developed as part of service planning for 2012-13, the others being prevention of violence and the protection.</p> <p>According to reported figures women are predominantly victims of sexual and domestic violence. We do however promote a men's advice line on our website, along with a range of advice lines and support services for different groups. As well as a detailed needs assessment, we are also mapping a list of services available to Haringey residents. This includes services funded by Haringey</p>

Consultation Feedback	Council Response
<p>Support for young men who are victims of crime.</p>	<p>partners such as the Council, police and health, as well as national and regional organisations and will help us to identify areas where additional services may be required.</p> <p>Victim Support offer support services to all victims of crime. We have decided to take forward “To further support young people who are victims of crime” as our main crime equalities objective for 2012-13.</p>
<p>Reduce mistrust of police by young people and African Caribbean people. Reduce mistrust of young people and African Caribbean people by the police.</p>	<p>“Improve service delivery and public confidence” has been identified as a strategic priority in the Community Safety Strategy and “Increase public engagement, confidence and satisfaction” has been identified as a key objective.</p>
<p>The need to support young people at risk from gang behaviours.</p>	<p>Gang crime has been identified in the Community Safety Strategy as a specific issue and “Reduce serious violent crime (youths and adults)” has been identified as a key objective. Future actions to deliver against this will be identified and where appropriate taken forward through the delivery plan.</p>
<p>The over representation of BME males in particular within the criminal justice system.</p>	<p>The Community Safety Strategy has identified this as a problem. Future actions to deliver against this will be identified.</p>
<p>Add an objective on hate crime; Develop initiatives that tackle homophobic and transphobic crimes; Disability hate crime.</p>	<p>“Co-ordinating responses to anti-social behaviour and hate crime” has been identified as a key work area for the Community Safety and Engagement Team. Future actions to deliver against this will be identified and where appropriate taken forward through the delivery plan. The EqIA has recommended that when the equality objectives are reviewed the inclusion of an objective on hate crime is considered.</p>

Consultation Feedback	Council Response
Strengthen support to LGBT victims of domestic and sexual violence.	In some areas local data can be more difficult to find for some specific groups, for example DGBV involving people who are lesbian, gay, bisexual and transgender (LGBT), and people with a disability. This will be addressed through the needs assessment. A mapping exercise to ascertain current service provision will also help to identify any gaps, in conjunction with the needs assessment.
There needs to be an understanding of how age affects access to domestic violence services so that young people's work is appropriate.	We are aware of this as an issue and are planning to develop our work in this area.
Increase the equality monitoring of victims and perpetrators as the data held by Police and local authority is very patchy.	The Council monitors crime statistics but are to some extent dependent on the data that the Police collect. The increasing use of self-identification for equality monitoring has helped to improve the quality of data.
Include an objective on young people and crime, and the strategy should clearly set out how these issues are addressed e.g. the over representation of BME groups and boys/men	We have decided to take this forward "To further support young people who are victims of crime" as our main crime equalities objective for 2012-13. The Council also already works actively in this area and has a dedicated Youth Offending Service. Additional work will be carried forward through the Community Safety Strategy.
Crime amongst the Polish community	We are aware of this as an issue and future actions to tackle this will be identified and where appropriate taken forward through the Community Safety strategy delivery plan.

Consultation Feedback	Council Response
<p>6. Procurement Equality Objectives</p> <p>The following objectives were consulted on:</p> <ul style="list-style-type: none"> • <i>put in place a supplier charter that includes equalities goals</i> • <i>include in the next performance review, information on how well the Council has met the equalities goals mentioned in the Procurement Strategy</i> 	<p>Council Response to Consultation Feedback on Unemployment</p> <ul style="list-style-type: none"> • We have revised the equality objectives listed above to create a new single objective: <u>To promote the Equal Opportunity Policy through procurement and commissioning</u> • Under this will sit performance measures: <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
<p>In these times of limited resources a forum should discuss cost effective ways of addressing Haringey Equalities Objectives by harnessing the resources available in local communities and statutory and voluntary sector organisations.</p>	<p>Haringey's Joint Leadership Group of the key public sector agencies is committed to working with the minimum infrastructure necessary to marshal the resources of partner agencies.</p>
<p>What other objectives, if any, do you think we should include?</p>	
<p>Ensuring that suppliers only buy from UK or EU sources where the staff producing those goods or services are paid a minimum wage.</p> <p>When awarding contracts a clause to employ a percentage of local people and young people when appropriate.</p> <p>Open public tender in newspapers not just project manager jobs to urban futures.</p>	<p>Most workers are entitled to receive at least the National Minimum Wage. Only in very specific situations are people not entitled to receive it.</p> <p>The Council must comply with the Public Contract Regulations and specifically with regards the need to treat all suppliers equally and fairly, avoiding any discrimination on the grounds of nationality or locality. Therefore we will not put this forward as an equality objective.</p> <p>The Council always publishes tenders in line with Public Contract Regulations.</p>

Consultation Feedback	Council Response
<p>Procurement opportunities need to be advertised a lot wider than HAVCO, as their membership is only a small section of Haringey Voluntary Sector.</p>	<p>While not an equalities objective, this is being addressed through the Voluntary Sector strategy 2011-16 and the voluntary sector commissioning and funding framework.</p>
<p>Ensure suppliers have a comprehensive understanding/knowledge/expertise of working with local communities and diverse cultures.</p>	<p>Through the objective: 'To promote the Equal Opportunity Policy through procurement and commissioning' we will establish a supplier charter. The Policy and Equalities team will be working with Corporate Procurement to produce a guide for officers to help ensure equal opportunities in the procurement process.</p>
<p>The Council is trying its best but I feel it'll always be a losing battle so we can keep our finances flowing in from Central Government.</p>	<p>N/A</p>
<p>Ensure contractors follow the Council's Equal Opportunities Policy. Monitor those who say they do. Remove those who do not comply.</p>	<p>Through the objective: 'To promote the Equal Opportunity Policy through procurement and commissioning' we will establish a supplier charter.</p>
<p>We need to have objectives in the EOP targets to monitor the use of local agencies when commissioning services.</p>	<p>The Council must comply with the Public Contract Regulations and specifically with regards the need to treat all suppliers equally and fairly, avoiding any discrimination on the grounds of nationality or locality.</p>
<p>The Council should have a clear process in place to monitor outcomes of the procurement process that shows how many contracts are awarded to the voluntary sector across the protected groups. In particular there was concern raised around young people and the loss of services to this group as a result of the Government Cuts 2011/12.</p>	<p>This will be addressed through the Voluntary Sector strategy 2011-16 and the voluntary sector commissioning and funding framework. Funding to local groups will now be largely linked to the commissioning of services and must be allocated through the proper procurement process. The Council must comply with the Public Contract Regulations and specifically with regards the need to treat all suppliers equally and fairly, avoiding any discrimination on the grounds of nationality or locality.</p>

Consultation Feedback	Council Response
<p>There was concern over the distribution of funding to local groups and monitoring is needed in relation to the distribution of funds across the protected groups so that the Council could identify which Groups were over/ under funded. There should be an objective set to report and monitor the process and outcomes in this area.</p> <p>Ensure provision of services for LGBT people.</p>	<p>This will be addressed through the Voluntary Sector strategy 2011-16 and the voluntary sector commissioning and funding framework. As already stated, funding to local groups will now be largely linked to the commissioning of services and must be allocated through the proper procurement process. The Council must comply with the Public Contract Regulations and specifically with regards the need to treat all suppliers equally and fairly, avoiding any discrimination on the grounds of nationality or locality.</p> <p>Provision of council services is subject to anti-discrimination laws. The Council endeavours to continue providing services fairly.</p>
<p>7. Voluntary Sector Equality Objectives:</p> <p>The following objectives were consulted on:</p> <ul style="list-style-type: none"> • <i>Identify ways to widen the use of community buildings to include groups that are excluded from their use, e.g. the new East</i> 	<p>Council Response to Consultation Feedback on the Voluntary Sector</p> <ul style="list-style-type: none"> • This objective has been removed as the Council is undertaking a review of its community building portfolio aimed at better supporting a vibrant voluntary sector. This will also involve the review of access to other council premises within schools, housing, parks and leisure, alongside a wider audit of premises across the borough. The feedback from this consultation will be fed into review where they will be addressed more fully in the review and will be used to inform it and any subsequent strategic direction of the Council in regard to the provision of community buildings. • Actions concerning the voluntary sector will also be undertaken under the procurement equality objective (section 6).
<p>Question (a) "East European Communities" was too generalised and that we needed to identify the specific countries, as they felt that there are different issues for the different communities.</p>	<p>The Council is undertaking a review of its community building portfolio aimed at better supporting a vibrant voluntary sector. This will also involve the review of access to other council premises within schools, housing, parks and leisure, alongside a wider audit of</p>

Consultation Feedback	Council Response
<p>The Council has not done enough and could have done a lot more in relation to the use of buildings. They felt that this has been an on-going issue in Haringey over the last 10 years, and that the Council has not done enough to find a solution.</p> <p>The Council needs to identify ways of encouraging the use and sharing of other buildings for hire. E.g. school premises, Tottenham Town Hall, and other buildings where existing groups have a long lease and space may be underused/ Make use of churches, arts centres, social groups, libraries, etc./ Make council buildings and community buildings more easily and cheaply available for any voluntary group providing services to the community.</p> <p>There were issues raised in relation to the allocation of buildings once the lease had expired or new space became available. It was felt that the allocation was more through word of mouth, as opposed to the Council using an application process with a set of well defined criteria, or developing and working through a waiting list/ I've never seen a building for the mixed race or white community so where do they go?</p> <p>Accountability needs to be further extended to organisations being made aware or reminded of their responsibilities and held to account for the provision of 'reasonable adjustments' with SLAs used to routinely build in the monitoring of all groups and services.</p> <p>Ensure security of tenure/widen access to the only LGBT service provider located centrally in the Borough.</p>	<p>premises across the borough.</p> <p>The Council notes the comments from the consultation and this feedback is welcomed, and will be taken into account as part of the review.</p> <p>Outcome 5 of the Voluntary Sector Strategy also underpins the Council's commitment to supporting community and voluntary sector organisations in accessing community facilities by promoting:</p> <p style="text-align: center;"><i>"Fairer access to assets and community spaces by providing support to enable Voluntary Sector organisations to access and to share high quality premises"</i></p> <p>The Council will continue to work with the voluntary sector to develop a register of premises and services available to the community. The Council will also work with the 'Council for Voluntary Services in Haringey' (HAVCO) to improve support for the broad range of community and voluntary sector groups within the borough. This will include sign posting and increasing awareness of the different types of services and facilities available.</p> <p>Actions around the monitoring of contracts will be taken forward through our procurement equalities objective (see section 6).</p> <p>Properties that become available are advertised on the Council's website. Where several interests are expressed in leasing Council premises, a selection process is undertaken, which includes an</p>

Consultation Feedback	Council Response
	application form assessment and interview.
What other objectives, if any, do you think we should include?	
<p>How about something to help one of the most oppressed minorities, the native English (both black and white) who are not religious. That includes refusing to fund groups like the Scout Association who refuse membership to atheists and non religious.</p> <p>Haringey should focus on helping small charities and voluntary organisations to stay in the buildings that are most suitable for their needs.</p> <p>Increase support for disabled led organisations, social firms and community interest companies. Offer contracts to deliver services to these organisations.</p> <p>The routine identification of unmet need and long term stability of the sector in order that services can develop and meet changing need are important strategic objectives. This may mean that more groups have to share buildings and resources, which is generally acceptable. There are some specific situations where shared buildings might not be appropriate but funding for specific groups whether directly as money paid or as circular rent must be as transparent and fairly available as any other revenue made available and with the same degree of accountability.</p> <p>An objective that recognises the equalities impact of this sector and commits to using local capacity, knowledge and community connections to continue to promote all the aims of this Policy.</p>	<p>As stated above, specific objectives regarding the voluntary sector will not be taken forward through this strategy. Actions in this area will be taken forward through the Procurement equalities objective.</p> <p>The Council is committed to working with the voluntary sector and actions in this area will also be taken forward through the Voluntary Strategy.</p> <p>In addition, the Council has recently announced the Haringey Investment Fund which will provide a source of funding to support entrepreneurial, innovative and sustainable voluntary organisations. Voluntary organisations are able to bid for funds of up to £50,000 per year for a period of up to three years. Their bids must show how their work supports the Council's main priorities</p>
<p>Environment Equality Objectives:</p> <p>The following objectives were consulted on:</p>	<p>Council Response to Consultation Feedback on Environment</p> <ul style="list-style-type: none"> • Following the consultation it has been decided that the Council will not include any environment objectives in the final list of objectives

Consultation Feedback	Council Response
<ul style="list-style-type: none"> <i>To increase use and involvement of older people and disabled people in our green spaces</i> To make sure the voice of disabled people is heard in the planning process 	<p>as actions around these objectives fall under the Greenest Borough Strategy, which will be reviewed towards the end of the calendar year.</p> <ul style="list-style-type: none"> We will also consider any potential equality objectives for environment when we review the objectives next year. Comments received during this consultation will be fed into this process.
<p>What other objectives, if any, do you think we should include?</p>	
<p>Make green spaces feel safer for the whole community i.e. older and disabled people. There should be a greater police presence, perhaps on bikes. In Finsbury Park there are many drunk and abusive people who make the public, and those who are vulnerable in particular, feel threatened. Concern about a reduction in park staff and reduced provision of positive activities for young people.</p> <p>We are not aware of building plans or plans around development of public spaces.</p> <p>Provide accessible transport, good pavements.</p>	<p>We recognise that safety is an issue of concern for residents. The Council is operating in a time of decreased resources and we are looking at new ways to deliver services. We are looking to encourage volunteering and work with other agencies through funded partnerships. We also work to increase operational liaison with Police Community Support Officers and develop a collaborative approach with the police to develop better reporting. We also employ seasonal park stewards who act as a point of contact, information and assistance, as well as having a deterrent effect as a uniformed presence.</p> <p>In respect of developments, the Planning Department always consults on planning applications and planning policy documents in line with its Statement of Community Involvement and statutory regulations. The Council's planning web pages are updated to reflect what's happening regarding planning applications and planning policy documents.</p> <p>Improving transport opportunities for all Londoners was identified as a priority in the Mayor's Transport Strategy. Our Borough Local Implementation Plan (LIP) sets out our intentions to develop flexible and appropriate design of housing, accessible community facilities and public realm design; to reduce disadvantage by making sure essential services are accessible for all; and to enhance the built and</p>

Consultation Feedback	Council Response
<p>Increase involvement of older, disabled, LGBT people and children and young people [in our green spaces/planning], especially those who are facing compound marginalisations (LGBT people from BME backgrounds)</p> <p>The use of charging structures to increase access, alongside incentives and loyalty schemes, could be considered as ways of increasing access to health activities.</p> <p>The urban realm</p>	<p>natural environment through the provision of well designed public spaces. Improving accessibility for people with impaired mobility has also been identified in the LIP delivery plan.</p> <p><u>Green spaces</u> - We do not have specific data in this area for older, disabled or LGBT people however we will consider the possibilities for more direct engagement with different groups and communities in the use of parks and open spaces. This will be considered in future parks management plans. The Council runs programmes, in conjunction with voluntary providers, across the Borough to involve young people in green spaces.</p> <p><u>Planning</u> - the Council is committed to getting less actively engaged groups and individuals involved in the planning process. LGBT representative groups and BME groups are consulted on planning policy documents and workshop style events, meetings, interactive information stalls are used to try and encourage wide participation and engagement. We always endeavour to ensure that each event will be tailored to the specific focus groups. The Statement of Community Involvement states that we will involve young people in decision making on planning issues. This will require using more innovative and creative techniques as young people have not always been adequately involved in the past. We actively engage with the Youth Council when preparing our planning policy documents.</p> <p>We have a charging structure based on the principle of ability to pay and discounts are offered to certain groups. Leisure services work with the public health team to promote healthy activities, for example the 'make a change' programme of events.</p> <p>n/a</p>