**Equality Impact Assessment (EQIA)**

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**

**Name of proposal: [Type answer here].**

**Service Area: [Type answer here].**

**Officer Completing Assessment: [Type answer here].**

**Equalities Advisor: [Type answer here].**

**Cabinet meeting date (if applicable): [Type answer here].**

**Director/Assistant Director [Type answer here].**

**2. Executive summary**

Please complete this section *after* completing the rest of the form and summarise:

* + The policy proposal, its aims and objectives, the decision in consideration. Please focus on **the change** that will result from this decision.
  + Results of the analysis: potential positive and negative equality impacts
  + Mitigations that will be taken to minimise negative equality impacts (if relevant)
  + Next steps (this may include: if/when the EQIA will be refreshed, planned consultation, future stages of the project).

**[Type answer here].**

**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? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

**[Type answer here].**

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

**[Type answer here].**

**4. Data and Impact Analysis**

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

**Please consider how the proposed change will affect people with protected characteristics.**

**4a. Age**

**Data**

**Borough Profile****[[1]](#footnote-2)**

54,422: 0-17 (21%)

71,660: 18-34 (27%)

63,930: 35-49 (24%)

46,516: 50-64 (18%)

27,706: 65+ (10%)

**Target Population Profile**

0-17 (XX%)

18-34 (XX%)

35-49 (XX%)

50-64 (XX%)

65+ (XX%)

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

**[Detail the key data sources (quantitative and qualitative]**

Detail the findings of the data.

1. 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?
2. Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

**[Type answer here].**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**4b. Disability**

**Data**

**Borough Profile**

* Disabled under Equality Act – 13.7%[[2]](#footnote-3)
  + Day to day activities limited a lot – 6.1%
  + Day to day activities limited a little – 7.5%
* 7.5% of residents people diagnosed with depression[[3]](#footnote-4)
* 1.7% of residents diagnosed with a severe mental illness[[4]](#footnote-5)
* 0.4% of people in Haringey have a learning disability[[5]](#footnote-6)

**Target Population Profile**

**[If known, enter the profile of your target population].**

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

**[Detail the key data sources (quantitative and qualitative]**

Detail the findings of the data.

1. 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?
2. Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

**[Type answer here].**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**4c. Gender Reassignment**

**Data**

**Borough Profile[[6]](#footnote-7)**

* Gender Identity different from sex registered at birth but no specific identity given – 0.5%
* Trans woman – 0.1%
* Trans man - 0.1%

**Target Population Profile**

**[If known, enter the profile of your target population].**

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

**[Detail the key data sources (quantitative and qualitative]**

Detail the findings of the data.

1. 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?
2. Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

**[Type answer here].**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**4d. Marriage and Civil Partnership**

**Data**

**Borough Profile [[7]](#footnote-8)**

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)

Married or registered civil partnership: (35.8%)

Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)

Single (never married or never registered a same-sex civil partnership): (45.3%)

Widowed or surviving partner from a same-sex civil partnership: (6.1%)

**Target Population Profile**

**[If known, enter the profile of your target population].**

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

**[Detail the key data sources (quantitative and qualitative]**

Detail the findings of the data.

1. 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?
2. Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

**[Type answer here].**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**4e. Pregnancy and Maternity**

**Data**

**Borough Profile [[8]](#footnote-9)**

Live Births in Haringey 2021: 3,376

**Target Population Profile**

**[If known, enter the profile of your target population].**

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

**[Detail the key data sources (quantitative and qualitative]**

Detail the findings of the data.

1. 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?
2. Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

**[Type answer here].**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**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.[[9]](#footnote-10)

**Data**

**Borough Profile [[10]](#footnote-11)**

Arab: **1.0%**

Any other ethnic group: 8.7%

Asian: **8.7%**

Bangladeshi: 1.8%

Chinese: 1.5%

Indian: 2.2%

Pakistani: 0.8%

Other Asian: 2.4%

Black: **17.6%**

African: 9.4%

Caribbean: 6.2%

Other Black: 2.0%

Mixed: **7.0%**

White and Asian: 1.5%

White and Black African:1.0%

White and Black Caribbean: 2.0%

Other Mixed: 2.5%

White: **57.0% in total**

English/Welsh/Scottish/Norther Irish/British: 31.9%

Irish: 2.2%

Gypsy or Irish Traveller: 0.1%

Roma: 0.8%

Other White: 22.1%

**Target Population Profile**

**[If known, enter the profile of your target population].**

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

**[Detail the key data sources (quantitative and qualitative]**

Detail the findings of the data.

1. 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?
2. Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

**[Type answer here].**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**4g. Religion or belief**

**Data**

**Borough Profile [[11]](#footnote-12)**

Christian: 39%

Buddhist: 0.9%

Hindu:1.3%

Jewish: 3.6%

Muslim: 12.6%

No religion: 31.6%

Other religion: 2.3%

Religion not stated: 8.0%

Sikh: 0.3%

**Target Population Profile**

**[If known, enter the profile of your target population].**

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

**[Detail the key data and sources, both quantitative and qualitative]**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**4h. Sex**

**Data**

**Borough profile [[12]](#footnote-13)**

Females: (51.8%)

Males: (48.2%)

**Target Population Profile**

**[If known, enter the profile of your target population].**

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

**[Detail the key data sources (quantitative and qualitative]**

Detail the findings of the data.

1. 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?
2. Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

**[Type answer here].**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**4i. Sexual Orientation**

**Data**

**Borough profile [[13]](#footnote-14)**

* Straight or heterosexual: 83.4%
* Gay or Lesbian: 2.7%
* Bisexual: 2.1%
* All other sexual orientations: 0.8%
* Not answered: 11.0%

**Income**

* 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023[[14]](#footnote-15)
* 19.6% of residents were claiming Universal Credit as of March 2023[[15]](#footnote-16)
* 29.3% of jobs in Haringey are paid below the London Living Wage[[16]](#footnote-17)

**Educational Attainment**

* Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)[[17]](#footnote-18)
* 3.7% of Haringey’s working age population had no qualifications as of 2021[[18]](#footnote-19)
* 5.0% were qualified to level one only[[19]](#footnote-20)

**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.[[20]](#footnote-21)

**Target Population Profile**

**[If known, enter the profile of your target population].**

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

**[Detail the key data sources (quantitative and qualitative]**

Detail the findings of the data.

1. 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?
2. Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

**[Type answer here].**

**Potential Impacts**

* Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

**[Type answer here].**

**5. Key Impacts Summary**

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

**[Type answer here].**

**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?

**[Type answer here].**

**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

**[Type answer here].**

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

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

* Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
* Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
* Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

**[Type answer here].**

**7. Amendments and mitigations**

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

Further information on responding to identified impacts is contained within accompanying EQIA guidance

Please delete Y/N as applicable

**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. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them **Y/N**

**[Type answer here].**

**Adjust the proposal**: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **Y/N**

**[Type answer here].**

**Stop and remove the proposal**: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **Y/N**

**[Type answer here].**

**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?**

Action:

**[Type answer here].**

Lead officer: **[Type answer here].**

Timescale: **[Type answer here].**

Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

Please provide a complete and honest justification on why it is not possible to mitigate the:

**[Type answer here].**

**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?

What the type of data needed is and how often it will be analysed.

* When the policy will be reviewed and what evidence could trigger an early revision
* How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

**[Type answer here].**

**Date of EQIA monitoring review:**

**[Type answer here].**

**8. Authorisation**

EQIA approved by (Assistant Director/ Director) **[Type answer here].**

Date **[Type answer here].**

**9. Publication**

Please ensure the completed EQIA is published in accordance with the Council’s policy**.**

Please contact the Policy & Strategy Team for any feedback on the EQIA process.

1. Census 2021 - [Population and household estimates, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/populationandhouseholdestimatesenglandandwales/census2021) [↑](#footnote-ref-2)
2. Census 2021 - [Disability, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021) [↑](#footnote-ref-3)
3. NHS Quality Outcomes Framework - [Prevalence of diagnosed depression among GP registered populatoin age 18+](https://digital.nhs.uk/data-and-information/publications/statistical/quality-and-outcomes-framework-achievement-prevalence-and-exceptions-data/2020-21) [↑](#footnote-ref-4)
4. NHS Quality Outcomes Framework - [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://digital.nhs.uk/data-and-information/publications/statistical/quality-and-outcomes-framework-achievement-prevalence-and-exceptions-data/2020-21) [↑](#footnote-ref-5)
5. PHE Learning disability profiles - <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014> [↑](#footnote-ref-6)
6. Census 2021 - [Gender identity, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021) [↑](#footnote-ref-7)
7. Census 2021 - [Marriage and civil partnership status in England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/marriagecohabitationandcivilpartnerships/articles/marriageandcivilpartnershipstatusenglandandwalescensus2021/2023-02-22) [↑](#footnote-ref-8)
8. Births by Borough (ONS) [↑](#footnote-ref-9)
9. [Race discrimination | Equality and Human Rights Commission (equalityhumanrights.com)](https://www.equalityhumanrights.com/en/advice-and-guidance/race-discrimination#:~:text=In%20the%20Equality%20Act%2C%20race%20can%20mean%20your,passport.%20Race%20also%20covers%20ethnic%20and%20racial%20groups.) [↑](#footnote-ref-10)
10. Census 2021 - [Ethnic group, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/bulletins/ethnicgroupenglandandwales/census2021) [↑](#footnote-ref-11)
11. Census 2021 - [Religion, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021) [↑](#footnote-ref-12)
12. Census 2021 - [Gender identity: age and sex, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/articles/genderidentityageandsexenglandandwalescensus2021/2023-01-25) [↑](#footnote-ref-13)
13. Census 2021 - [Sexual orientation, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021) [↑](#footnote-ref-14)
14. ONS - [ONS Claimant Count](https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/datasets/claimantcountbyunitaryandlocalauthorityexperimental) [↑](#footnote-ref-15)
15. DWP, StatXplore - [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK (www.gov.uk)](https://www.gov.uk/government/statistics/universal-credit-statistics-29-april-2013-to-9-march-2023) [↑](#footnote-ref-16)
16. ONS - [Annual Survey of Hours and Earnings (ASHE) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/adhocs/009211annualsurveyofhoursandearningsasheestimatesofthenumberandproportionofemployeejobswithhourlypaybelowthelivingwagebyworkgeographylocalauthorityandparliamentaryconstituencyukapril2017andapril2018) [↑](#footnote-ref-17)
17. DfE - [GCSE attainment and progress 8 scores](https://www.gov.uk/government/collections/statistics-gcses-key-stage-4) [↑](#footnote-ref-18)
18. LG Inform - [Data and reports | LG Inform (local.gov.uk)](https://lginform.local.gov.uk/dataAndReports/explorer/98?category=200023) [↑](#footnote-ref-19)
19. LG Inform - [Data and reports | LG Inform (local.gov.uk)](https://lginform.local.gov.uk/dataAndReports/explorer/3754?category=200023) [↑](#footnote-ref-20)
20. IMD 2019 - [English indices of deprivation 2019 - GOV.UK (www.gov.uk)](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019) [↑](#footnote-ref-21)