




Haringey Council

Equality Impact Assessment

Name of Project	Holcombe Road Public Realm Scheme (Growth on The High Road (GoTHR)).	Cabinet meeting date If applicable	Cabinet Member Signing – 1 st October 2015
Service area responsible	Directorate of Place and Sustainability		
Name of completing officer	Edward Knowles / Claire Barnes	Date EqIA created	21.07.15
Approved by Director / Assistant Director		Date of approval	22.09.15

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

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

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

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

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

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

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead	Edward Knowles / Claire Barnes
2. Equalities / HR	William Shanks
3. EqIA Adviser (where necessary)	Nigel Cushion

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening

Holcombe Road Public Realm Scheme is part of a wider suite of projects known as Growth on The High Road (GoTHR). GoTHR will revitalise and improve the environment and public realm along the High Road and contribute to the wider regeneration of Tottenham. The vision for this scheme is for Holcombe Market and its surroundings to be redesigned to make the space more attractive and easier to use, bringing more activity to the isolated area.

Holcombe Road Market lies to the south of Bruce Grove station. The market comprises two family run businesses (fruit & vegetable and fishmonger) which are popular locally but trade from very poor quality and poorly sited units. In addition the area around the site suffers from unattractive public realm, anti-social behaviour and poor access and legibility to surrounding streets (Stoneleigh Road and surrounding housing).

The project seeks to revitalise and improve this prominent site on the High Road by re-providing bespoke high quality market stalls for the two local businesses, create additional market stalls for local food businesses, improve the quality of the public realm and environment (repaving and improved lighting), address parking issues by creating designated bays. The designs are agreed by the market traders and the Bruce Grove Stakeholder Group who are fully supportive of the project.

This scheme has evolved from a broader public realm improvement of the Tottenham area. The market at Holcombe Road has been trading for many years and has many loyal customers and is a link between the residential area and high road.

The current market stalls are in a poor condition; their location on the road creates an alleysway for anti-social behaviour that has increased over

the years causing more and more nuisance for the local community. However the market itself is still vibrant attracting both local community and visitors to buy their goods.

In order for this market to remain open, the units need urgent replacement. This scheme not only meets this need but also will help improve the safety of the area. Local stakeholders are very supportive of the scheme.

The purpose of this EIA is to ensure that the investment in the Holcombe Road Public Realm Scheme considers and reasonably addresses the needs of different ethnic groups, those with disability, regardless of gender, faith or sexual orientation, ability, aspiration or background. The Holcombe Road Public Realm Scheme will have a particular emphasis on inclusion of identified stakeholders to enable stakeholders to more easily use the enhanced market provision. Specifically this EqIA looks at the implications on the key equality target groups of the implementation of the new Holcombe layout. The impacts, and hence this EqIA, is 3 fold, the impact on the users and potential users of the Holcombe Road Stalls, the impact on businesses in the immediate area and the impact on the 2 (to be expanded to 5) Market Traders. From an equalities perspective the aim of the new stall layout is to: - contribute to the fostering of good community relations and community cohesion by ensuring that every section of the community is able to access and enjoy the market stalls as a retail offer and public space - Address through design High Street ward crime issues - advance equality and eliminate harassment by increasing feelings of safety and reducing the fear of crime amongst people from equality groups - advance equality by providing good physical access for disabled people, disabled children and their carers and parents with pushchairs.

The vision for the investment in the Holcombe Road Public Realm Scheme has been informed by a number of consultation events, targeting the identified stakeholders and from the broader Tottenham Regeneration consultation process.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
<p>2011 Census</p> <p>The Census is a survey of all people and households in the UK and has been carried out every 10 years since 1801. The last Census was held on 27 March 2011.</p> <p>The Census is the most comprehensive source of information about the population available. It is important because every effort is made to include everyone so it sketches a detailed picture of the entire population.</p> <p>Email business.intelligence@haringey.gov.uk Tel 020 8489 6954</p>	<p>The Census provides information that allows central and local government and other organisations to target their resources more effectively to provide the best services possible.</p> <p>The Business Intelligence Team has produced ward profiles and other analysis from the 2011 Census. The profiles are used to inform decision making concerning service and infrastructure delivery in Haringey (Holcombe Road / Tottenham regeneration).</p>
<p>Strategic Regeneration Framework (SRF) Scoping Works</p> <p>The Tottenham Strategic Regeneration Framework (SRF) sets out an exciting vision for the future for Tottenham. It outlines the key strategies that will be used to revitalise Tottenham and help its residents meet their own ambition.</p> <p>Email business.intelligence@haringey.gov.uk Tel 020 8489 6954</p>	<p>The vision, strategies and actions within the SRF are driven by what the local community have told us - the ambition they have for their families, homes and neighbourhood.</p> <p>Over a five month period beginning in October 2013, the local community took time to share and discuss their views through the Tottenham’s Future consultation.</p> <p>The scoping exercise includes thousands of ideas from local Haringey residents about how regeneration can improve lives.</p>

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment	
This section to be completed where there is a change to the service provided	
Data Source (include link where published)	What does this data include?
2011 census	Ward profiles – informing decision making re meeting community need
Tottenham Strategic Regeneration Framework consultation data	Local resident ideas concerning suggested public realm improvements

Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery.

	Positive	Negative	Details	None – why?
This proposal will have NO adverse impacts on any of groups identified				
Sex Gender Reassignment Age Disability Race & Ethnicity Sexual Orientation Religion or Belief (or No Belief) Pregnancy & Maternity Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful	<p>Improvements in the Holcombe Road Public Realm Scheme will secure improved environmental utility for all Haringey residents including all identified groups.</p> <p>The improvements will include:</p> <ol style="list-style-type: none"> 1. Consideration of wheelchair users, pushchair users and other pedestrians through the improvement of surfaces, surface levels and access e.g. Proposed Clay paving with build-up suitable for pedestrians & vehicles – use of flush kerbs etc. 2. The re-siting of the two main market stall based businesses to new improved units. 3. The provision of three additional market stall units for local businesses. 4. Improvement to the public lighting of the immediate area (wall mounted – Santander / post mounted. 5. Improved sight lines (personal safety). 6. New channel drain installation. 		<p>Access for wheelchair users will be improved with the consideration of surface levels surface interface design (kerbs).</p> <p>The re-siting of the units will provide an improved pedestrian flow through the space addressing the anti-social behaviour issue (from a structural point of view).</p> <p>By providing provision for 5 units in new improved units the economic vibrancy and immediate public utility will be improved for all groups.</p> <p>The improvement of lighting in the project will benefit all users of Holcombe Road Public Realm Scheme . A more pleasant and safe environment will be supported through this</p>	

<p>discrimination (limb 1))</p>	<ol style="list-style-type: none"> 7. Security improvements, including enhanced lighting and improved vehicular management 8. Enhanced pedestrian flow design. 9. Traffic management measures including new parking signs, designated space for traders refrigerated van 10. Consideration of essential utility infrastructure positioning (to facilitate improved environmental layout). 11. Improved hygiene support through improved counters and work surfaces including new Stainless steel utility sink & hand washing sink with draining board on metal frame base. (Later installed in permanent Grocery stall Unit). 12. Improved function for traders with improved units including the use of new water storage heaters / wall mounted. 13. To open the public realm space between residential to the High Road, creating a more open environment. 		<p>provision.</p> <p>Surface quality will be improved through the use of new materials and drainage installation. Conditions underfoot will be improved.</p> <p>Clarity concerning traffic access and parking has been enhanced by this project.</p> <p>The greenest borough elements have been fully considered by this project and include the inclusion of bike stands, recycled/re-purposed materials and temporary unit equipment.</p> <p>Economic sustainability has been considered by the project through the provision of high quality units that will attract custom and enable traders to provide a service to the community for the long term.</p> <p>The open environment created by the scheme will enhance the</p>	
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			feel and passive security of the immediate area.	
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Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
This proposal will have NO adverse impacts on any of groups identified				
This is a public realm project and will not directly impact on Haringey employees other than in their role as residents of Haringey.				
The project will fully meet the protected characteristics of Haringey residents. This will be undertaken in full compliance with Haringey’s Spring of 2012 equalities policy update – which reflects the changes made by the government in the Equality Act 2010.				

Stage 6 - Initial Impact analysis

Actions to mitigate, advance equality or fill gaps in information

The Holcombe Road Public Realm Scheme will contribute to the equalities agenda by providing a much needed enhancement to the market stall environment of the immediate area, enhancing its useability by te public.

The local authority will continue to monitor the equalities profile of service delivery (see benefits realisation in section 9).

Stage 7 - Consultation and follow up data from actions set above

- There has been an intensive consultation process all of which have been subject to scrutiny by the steering group (Bruce Grove stakeholder group)
- The steering group is made up of community members, stall holders, local authority officers, local business people, and the police.
- Key workshops have dealt with a range of design development concerns.
- The Holcombe Road Public Realm Scheme Progress Meetings have provided a key forum for LA officers and others to support the development and progress of the project.
- The Holcombe Road Public Realm Scheme steering group provided feedback throughout the project At all design stages and major decision-making points, there has been formal consultation with the end users.
- It is impractical to summarise the vast numbers of ongoing modifications to the design over the past year, but the key issues raised and resolved are as below.
- Evidence of these design modifications and developments are recorded in workshop notes, Stakeholder Group minutes and the stage design review developments, and frequent design consultation meetings managed by the Project Manager.

How have you/will you inform the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

Feedback provided to major constituencies through:

- Members Project Up-dates/Briefings – (face to face sessions with ward member by Regeneration Manager)
- Members E- Bulletins (providing an electronic update to progress on the programme) by Regeneration Manager (with assistance from Project Manager)
- Meetings – as requested by Members and at board meetings – provided by Regeneration Manager
- Letters & Correspondence – by Regeneration Manager (may be assisted by Project Manager)
- Area Assembly update
- Report – Cabinet reports, Exception reports as required – details provided by Project Manager presented and signed off by Regeneration Manager.
- GLA Officer Project - Up-dates/Briefings Regeneration Manager
- Letters & Correspondence – by Regeneration Manager (may be assisted by Project Manager)
- Report – Monthly Highlight report
- Meetings – Led by Project Manager
- Site Visits – led by Project Manager but may also be members of design team or wider project delivery team.
- Feedback opportunities
- Letters and correspondence – led by Regeneration Manager and assisted by Project Manager

Data Source (include link where published) – SEE BELOW

What does this data include? – SEE BELOW

Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

Group /Body consulted	Focus of consultation	Frequency & timing of consultation	Concerns/Issues raised by consultees	Overall message from consultees
Members / Councillors	The need for the enhancements to the local area and stall holder provision.	Monthly - Members Project Up-dates/Briefings – (face to face sessions with ward member by Regeneration Manager).	Positive endorsement of planned project.	In favour of the Holcombe Road Public Realm Project

		Monthly - Members E-Bulletins (providing an electronic update to progress on the programme) by Regeneration Manager (with assistance from Project Manager).		
GLA	The need for the enhancements to the local area and stall holder provision.	GLA Officer Project - Updates/Briefings Regeneration Manager	Positive endorsement of planned project.	In favour of the Holcombe Road Public Realm Scheme
Stall Holders	The need for the enhancements to the local area and stall holder provision.	Weekly - Site visits and emails/telephone calls	Disruption caused through the project to business.	In favour of the Holcombe Road Public Realm Scheme
Local Businesses	The need for the enhancements to the local area and stall holder provision.	Monthly / as needed through specific development – Letters and correspondence – led by Regeneration Manager and assisted by Project Manager	Disruption caused through the project to business.	In favour of the Holcombe Road Public Realm Scheme
Local Residents	The need for the enhancements to the local area and stall holder provision.	Monthly / as needed through specific development – Letters and correspondence – led by Regeneration Manager and assisted by Project Manager	Disruption caused through the project to local access, local utility (use of the stalls), and local safety concerns that a project	In favour of the Holcombe Road Public Realm Scheme

			site could bring.	
Community	The need for the enhancements to the local area and stall holder provision.	Monthly / as needed through specific development – Letters and correspondence – led by Regeneration Manager and assisted by Project Manager	Disruption caused through the project to local access, local utility (use of the stalls), and local safety concerns that a project site could bring.	In favour of the Holcombe Road Public Realm Scheme

Stage 8 - Final impact analysis

Who will be impacted by the proposal?

- Stall Holders
- Local businesses
- Stakeholders Group
- Community
- Local residents

Have they been consulted?

Yes (see section 7 for detail)

What did they say?

Approval of project/proposal – consultation minutes – notes of events contain the detail of respondent comment.

Were the consultation responses considered in the final proposal?

Yes.

Are they summarised/extracts included a project report?

Yes.

How the proposal will remove barriers to and/or advance equality?

- Improved access and enjoy the street market as a retail offer and public space (surface levels, kerb transitions, surface transitions).
- Address through design anti-social /crime issues (stall positioning/lighting enhancements)
- Advance equality and eliminate harassment by increasing feelings of safety and reducing the fear of crime amongst people from equality groups
- Advance equality by providing good physical access for disabled people, disabled children and their carers and parents with pushchairs.
- Provide economic / entrepreneurial opportunity for members of the local community through the additional stall provision in the scheme (3 additional stalls).

What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified?

Group	Impact assessment Status
Gender: Positive with improved movement through the street.	Positive impact Child friendly environment • Designing out crime – addressed through the reduction of pinch points and improved visibility • Improved accessibility for those with prams/ pushchairs
Ethnicity/Race Positive with, increased local area viability through a better offer of retail and other uses to meet different needs based on race, religion/ beliefs and sexual orientation/ gender reassignment, improved public realm	Positive impact Improved Stall offer, provided for all sectors of the community • Designing out crime – addressed through the reduction of pinch points and improved

environment.:	visibility
<p>Age</p> <p>Positive with improved movement for the elderly and those with children, increased utility / viability with a visually improved market and greater offer of stalls (will now be 5).</p>	<p>Positive impact</p> <p>Child friendly environment • Improved Accessibility for older people and those with prams/ pushchairs • Designing out crime – addressed through the reduction of pinch points and improved visibility</p>
<p>Disabled</p> <p>Positive with improved movement through the market stalls for the physically disabled, including the visually impaired.</p>	<p>Positive impact</p> <p>Improved physical access through the market stalls area • Increased feelings of safety as a result of Designing out crime – addressed through the reduction of pinch points and improved visibility</p>
<p>Religion or other Beliefs / Belief:</p> <p>Positive with improved movement through the street.</p>	<p>Positive impact</p> <p>• Increased feelings of safety as a result of Designing out crime – addressed through the reduction of pinch points and improved visibility / sight lines & lighting</p>
<p>Gender Reassignment</p> <p>Positive with improved movement through the street.</p>	<p>Positive impact</p> <p>• Increased feelings of safety as a result of Designing out crime – addressed through the reduction of pinch points and improved visibility / sight lines & lighting</p>
<p>Sexual Orientation</p> <p>Positive with improved movement through the street.</p>	<p>Positive impact</p> <p>• Increased feelings of safety as a result of Designing out crime – addressed through the reduction of pinch points and improved visibility / sight lines & lighting</p>

Stage 9 - Project Success Measurement:

The project brief KPIs will be addressed in the survey as highlighted below:

- i. *KPI 1* - To achieve a 90% positive feedback from END USERS
- ii. *KPI 2* - To achieve a 90% positive feedback from STALL HOLDERS
- iii. *KPI 3* – To achieve 70% positive feedback from LOCAL BUSINESSES
- iv. *KPI 4* – To achieve 70% positive feedback from LOCAL RESIDENTS

Benefit Realisation

- To be carried out at the conclusion of the project – with reference to KPIs 1 – 4 inclusive
- To be carried out 2 years after the conclusion of the project – with reference to KPIs 1 – 4 inclusive

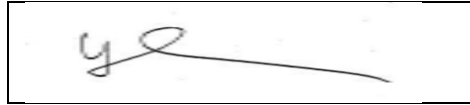
Conclusion

The evidence suggests that an improved physical layout, improved unit quality and visual amenity of the Holcombe Road Public Realm Project will increase usage and visitors to the locality, therefore increasing the spend and viability of the market stalls for both the shops and the traders in the market, therefore being a positive outcome for all ethnic, religious, sexual orientation and gender groups.

The implementation of the new stall layout market has the potential to be positive for users of the market, particularly for the elderly, all racial and religious groups and sexual orientations, all ages and all genders; as the new layout will increase accessibility and usability of the market space, improve access, improve the visual amenity of the market space, therefore increasing the viability and vibrancy of the immediate locality. It will decrease the incidence of crime and the perception of crime through addressing the 'alleysway' created by the current layout and through creating greater visibility, will make the area safer for all sections of the community to use.

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director



Date of review

22.09.15

Review approved by Director / Assistant Director



Date of review



Stage 10 – Publication

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