



Haringey Council

Equality Impact Assessment (EqIA) Name of Project

Tottenham Hale Delivery Strategies

Cabinet meeting date
If applicable

9 February 2016

Service area responsible

Chief Operating Officer

Name of completing officer

Beth Kay

Date EqIA created

25th November 2015

Approved by Director / Assistant Director

Helen Fisher

Date of approval

--- 27/1/16

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

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

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 Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project lead	Beth Kay
2. Equalities / HR	Ben Ritchie
3. Legal Advisor (where necessary)	---
4. Area Manager	Peter O'Brien
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Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups

- 2.1 The Council's strategy to the regeneration of Tottenham Hale covers a number of key strands, including:
- Developing appropriate planning policies (through the Tottenham Area Action Plan)
 - Developing a delivery framework (through the Tottenham Hale District Centre Framework and associated delivery strategies)
 - Site acquisitions to support the AAP's approach to comprehensive development
 - Securing funding to support delivery (through a variety of sources, but including the Housing Zone)
 - Identifying and/or working with development partners to see key sites coming forward, including a strategic development partnership for the first phase of the Tottenham Hale District Centre
 - Delivering a social dividend, for example investment in a Tottenham Hale Health Centre and investment in green and open spaces
 - Engaging local residents and businesses
 - Protecting the long term legacy by developing novel approaches to maintenance and management issues
- 2.2 This document relates to the above strategies and has been written to accompany the following Cabinet report:
- Tottenham Hale: District Centre Framework
- 2.3 The document assesses the impact of a Cabinet decision to:
- Adopt the Tottenham Hale District Centre Framework (DCF) and give delegated authority to officers to adopt the Streets and Spaces Strategy and Green and Open Spaces Strategy, and to endorse the first tranche of projects to be delivered
- 2.4 The London Plan and Haringey's Local Plan and Tottenham Area Action Plan (AAP) set out ambitious targets for home and job growth in Tottenham Hale. The District Centre Framework (DCF) shows how these high level policies can be translated onto the ground and how beyond numbers, the heart of Tottenham Hale will begin to take shape. At its heart, this includes consideration of the elements that make up a sustainable place, including the social, community, economic and physical infrastructure needed to support the level of growth envisaged.
- 2.5 The Tottenham AAP is supported by a Sustainability Appraisal, which includes a Habitats Regulation Assessment, Environmental Impact Assessment, and an Equalities Impact Assessment. The Sustainability Appraisal tests the policies and proposals to identify the likely social, environmental and

economic impacts that may arise, and evaluates options for mitigating negative impacts and enhancing positive impacts. The Habitats Assessment determines whether the proposals in the AAP might have a significant effect on a European designated natural habitat. The Equalities Impact Assessment examines how the AAP meets the needs of the whole community and makes sure that the proposals and policies being advocated through the AAP do not result in any disproportionate disadvantage to any group in the community.

- 2.6 The DCF and supporting strategies set out in the Cabinet Report show what the district centre could look like by describing the structure of Tottenham Hale (its streets and spaces), the form and function of its buildings, the nature of green and open spaces and the location of key community infrastructure. The strategy is to transform the heart of Tottenham Hale, currently an area dominated by surface car parking and out of town retailing, into a safe, open and attractive series of streets and spaces for people, flanked by shops, cafes and community facilities. The DCF is based on the following five themes:
- A Revitalised Heart: A place with a range of shops and leisure options where people enjoy spending time.
 - An Affordable 21st Century Neighbourhood Of Choice: A mix of affordable and market homes to rent and buy. The social and community infrastructure to support a growing community.
 - A Well Connected Centre: Well-connected and accessible spaces, promoting walking and cycling.
 - A Network Of Green And Open Spaces: High quality, green and open spaces, which are well managed/maintained, clean and safe.
 - A Working Centre: A good place to start up and grow businesses and create jobs. A mix of job types at varying skill levels.

- 2.7 Officers are recommending that the Cabinet adopt the DCF and supporting strategies and endorse the first tranche of projects to be delivered because adopting the DCF, Streets and Spaces Strategy and Green and Open Spaces Strategy at Cabinet would provide clear indication to the community and developers about the quality of development that the council would like to see in Tottenham Hale. The adopted documents can then be used by the council to steer design and investment decisions in a direction that allows a good quality of design and the delivery of a built environment which celebrates Tottenham Hale's unique assets.

- 2.8 The policy for the delivery of 5,000 homes and 4,000 jobs in Tottenham Hale has been tested through the Sustainability Appraisal process for the Tottenham AAP. This Equality Impact Assessment considers the impact of the adoption of the District Centre Framework and supporting strategies and entering into a Strategic Development partnership for sites within the District Centre on protected groups within the Tottenham Hale area.

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?
NA				
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)				
Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx				What does this data include?
A Plan for Tottenham final EqIA http://www.haringey.gov.uk/sites/haringeygovuk/files/a_plan_for_tottenham_final_eqia.pdf				Demography, Ethnicity/ identity/ language/ religion, health, housing and accommodation, qualifications, labour market
Tottenham AAP Sustainability Appraisal Report http://www.haringey.gov.uk/sites/haringeygovuk/files/tottenham_aap_-_interim_sa_report_feb_2015.pdf				Indices of deprivation, age, disability, race/ religion/ belief, gender, tenure Sustainability Appraisal topics covering social, economic and environmental objectives
Equalities profile of Tottenham Hale and Tottenham Green in Haringey– in appendix				Gender, age, ethnicity, religion, disability, marital status, sexual orientation

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 and negative impacts identified will need to form part of your action plan.				
	Positive	Negative	None	Details
Sex	X			<p>Data.</p> <p>The percentage of female residents in the ward is the same as the Borough average of 50.5%. The percentage of females in employment (part time or full time) in the ward is not significantly different to that in the Borough or in London (43%).</p> <p>All residents regardless of gender will benefit from the proposals set out in the strategies including the:</p> <ul style="list-style-type: none"> • the improved transport links • the provision of more homes • the improvements in existing open spaces • improvements to public spaces and streets; and • plans to increase jobs and training opportunities

Gender Reassignment			X	There will be no adverse impact on this protected group.
Age	X			<p>Data</p> <p>Haringey has a relatively young population with a quarter of the population under the age of 20, and 91% of the population aged under 65 (89% London and 83% England).</p> <p>Tottenham Green's largest age group is the 25 - 29 group with 11.1% of the population, a similar percentage the Haringey.</p> <p>Tottenham Hale's largest age group is the 20 -24 group with 11.4% of the population, this is the largest increase in an age group of 3.3% increase since 2001. Tottenham Hale has a high percentage of under 20 year olds at 30% (compared to Haringey average of 25%).</p> <p>Impact – Positive</p> <p>As the number of young people living in Tottenham Hale is above the Borough average the plans to invest in the area and deliver more homes and jobs will benefit these young people. The investment in the public realm, streets and open spaces will also benefit residents and the provision of improved community and leisure facilities.</p> <p>The improvements to the accessibility of the Lea Valley with the new bridges and improved connections will benefit all residents, residents with young children and the elderly will particularly benefit as access to the Lea Valley is currently quite challenging.</p>
Disability	X			<p>Data</p> <p>In Haringey 14% of residents have a long term health problem that limits their day to day activity, lower than England but in line with London. This is slightly higher in Tottenham Green ward and higher still in Tottenham Hale at 16.4%. In Haringey 5.7% of residents report being in bad health, slightly higher than England and London, in Tottenham Green this is higher at 6.3% and in Tottenham Hale even higher at 7.4%.</p> <p>Impact – Positive</p> <p>The percentage of long term sick/disabled in Tottenham Hale is above the Borough average, and the improvements to accessibility to the Upper Lea Valley will benefit residents with</p>

			<p>disabilities.</p> <p>The Streets and Spaces Strategy and Green and Open Spaces Strategy propose a series of interventions into the public realm and open spaces. The purpose is to create a series of high quality and accessible neighbourhoods with good connections to community infrastructure like the Upper Lea Valley and also employment and community facilities. The interventions will have a positive impact on groups with disabilities as they include new and improved public realm and specifically aim to improve accessibility through the district centre and to the Upper Lea Valley.</p>
Race & Ethnicity	X		<p>Data</p> <p>Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities, compared to 20% in England, 55% for London and nearly 81% of our school children. 190 different languages are spoken in our schools. The proportion of non-White British communities varies from 35.2% in Muswell Hill to 83.4% in Northumberland Park.</p> <p>Tottenham Green and Tottenham Hale have a high percentage of Black residents. Tottenham Green is ranked fourth for Black residents (28.9%) and Tottenham Hale is ranked second (32.6%) as compared to Haringey (18.8%) and London (13.3%). Tottenham Green and Tottenham Hale also have higher than borough average of Asian, Mixed and Other residents.</p> <p>Impact – Positive</p> <p>The ward has a higher percentage of BME residents and all groups of residents, regardless of ethnicity/race, will benefit from:</p> <ul style="list-style-type: none"> • the improved transport links • the provision of more homes • the improvements in existing open spaces • improvements to public spaces and streets; and • plans to increase jobs and training opportunities
Sexual Orientation		X	<p>All residents regardless of their sexual orientation will benefit from the actions set out in the plan so there will be a neutral affect on this protected group.</p>

Religion or Belief (or No Belief)	X			<p>Data</p> <p>Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4%) and less than England (59.4%). In Tottenham Green 50.9% residents are Christian and in Tottenham Hale 52.4% are Christian. The Christian population has decreased as a percentage since the 2001 census, in Tottenham Green it has decreased by 2.1% and in Tottenham Hale it has decreased by 1.9%.</p> <p>The next most common religion is Muslim (14.3%), higher than London (12.3%). In Tottenham Green this is higher than the borough average at 17.7% and in Tottenham Green it is higher still at 20.2%. The Muslim population has increased since the 2001 census, in Tottenham Green it has increased by 2.0% and in Tottenham Hale it has increased by 3.7%.</p> <p>Impact – Positive</p> <p>All groups of residents, regardless of religion/belief, will benefit from:</p> <ul style="list-style-type: none"> • the improved transport links • the provision of more homes • the improvements in existing open spaces • improvements to public spaces and streets; and • plans to increase jobs and training opportunities
Pregnancy & Maternity	X	X		<p>The proposals will have a positive impact on this protected group since they:</p> <ul style="list-style-type: none"> • Identify a site for a new health centre • Identify possible locations for more community facilities • Provide better access to and provision of open space • Set out improvements to the underpass which is currently inaccessible for parents/ carers with buggies <p>The Pavillion Nursery in Down Lane Park may be affected by the proposals, any changes to this service would impact upon this protected group, both positively and negatively as any relocation could cause disruption but would ultimately result in an improved facility.</p>

Marriage and Civil Partnership			X	All residents will benefit from the actions set out in the plan so there will be a neutral affect on this protected group.
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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?
Sex				Not applicable
Gender Reassignment				Not applicable
Age				Not applicable
Disability				Not applicable
Race & Ethnicity				Not applicable
Sexual Orientation				Not applicable
Religion or Belief (or No Belief)				Not applicable
Pregnancy & Maternity				Not applicable
Marriage and Civil Partnership				Not applicable

Stage 6 - Initial Impact analysis

Governance and equality

The Tottenham Hale DCF and supporting strategies aim to bring a wide range of social, environmental and economic benefits to all groups of residents living in the Tottenham Hale area.

This is an ambitious and major regeneration programme, which will require strong governance and oversight to deliver.

Actions to mitigate, advance equality or fill gaps in information

Monitoring and oversight arrangements –

A robust process for monitoring and evaluating development will be used to ensure that the vision for Tottenham Hale's District Centre is being successfully realised and that the intended benefits for all groups of residents are being felt.

The DCF (page 165) commits to analysing a range of measures as part of this evaluation process, including user satisfaction surveys, transport by mode statistics, crime statistics, road safety indicators, cleanliness indicators, usage levels for new green spaces, job opportunities and profiles, and air quality indicators. Where targets are not being achieved, or if there is an indication that some groups of residents are becoming excluded, the Council will put in measures and look for solutions.

	<p>The governance structure specific to the delivery of the DCF operates at three levels; the Joint Strategic Forum is accountable for strategic leadership and challenge whilst the Tottenham Delivery Board will oversee and drive forward the operational delivery of the programme – bringing together the Council, Met Police, TfL and GLA. The Major Businesses and Landowners Group brings together investors in the Tottenham Programme to work together more closely to improve the area.</p> <p>Delivery partners will be encouraged to commit to supporting the existing and future community throughout the period of transformation Delivery partners will be expected to:</p> <ul style="list-style-type: none"> • Work together to ensure that Tottenham Hale is an exemplar of social, economic and environmental sustainability • Engage positively and proactively with the community throughout the planning and development process • Sign up to local labour market approach (skills, advertising positions locally etc through negotiated s106 agreements) and to procure services locally, wherever possible
<p>Communication with hard to reach groups</p> <p>Hard to reach groups in the community are often those most affected by the transformation of a regeneration area and so these groups need to be meaningfully engaged with throughout the process to understand their needs and therefore the specific risks and issues around the proposals.</p>	<p>Given the breakdown of the local community it is important that events held such as the open days are promoted to and attended by the whole community.</p> <ul style="list-style-type: none"> • Attendance will be monitored and if any groups of residents appear to be underrepresented actions will be developed. • It may be that specific outreach for hard to reach groups is required, this will be best achieved through working with existing community groups with strong links to the community.
<p>Disruption</p> <p>Notwithstanding the benefits, the Council recognises the impact large scale development is likely to have on local people's lives during the construction</p>	<p>Actions to minimise disruptions</p> <p>The Council will work closely with partners and developers to minimise the impact of disruption from construction works wherever possible.</p>

<p>delivery phases in Tottenham Hale over the next 10 years.</p>	<p>The Council will continue to engage with the community and seek feedback to understand their concerns over potential disruption throughout this period of development.</p> <p>Delivery partners will be encouraged to commit to supporting the existing and future community throughout the period of transformation, including minimising disruption. Delivery partners will be expected to coordinate works and share information with each other, and sign up to the Considerate Constructors Scheme.</p> <p>The Test Project Strategy aims to set up a variety of meanwhile initiatives in the Tottenham Hale Area, that make the area an exciting and vibrant area for residents to live in whilst the construction works are underway. These initiatives will be open for all groups of residents to enjoy.</p>
<p>Young people</p> <p>Tottenham Green and Tottenham Hale has a higher percentage of young people than in the rest of the borough and so this age group will be more affected than others by the proposals. Generally the proposals will result in a positive impact to the community because they are intended to improve the built environment and invest in the areas facilities and assets to support the housing growth which is being promoted. Consultation has identified some concerns set out in section 7 below.</p>	<p>Actions relating to young people</p> <ul style="list-style-type: none"> • Carry out specific outreach to this hard to reach group to understand their needs better and to understand the impact of the regeneration • Develop programmes (or link into existing programmes) which support young people to access training and education to be able to benefit from the job opportunities which arise
<p>People with disabilities</p> <p>It is assumed that there will be a positive impact in people with disabilities, particularly which affect the mobility since the proposals include significant improvements to the public realm and streets and new fully accessible links to the Upper Lea Valley.</p>	<p>Actions relating to people with disabilities:</p> <ul style="list-style-type: none"> • Engage with relevant groups in developing the detailed design for the new and improved infrastructure to fully understand needs • Engage with suitably qualified professionals to advise on emerging designs in terms of accessibility and DDA/ Doc M compliance
<p>Black or Minority Ethnic Groups</p> <p>Tottenham Green and Tottenham Hale has a higher percentage of BME residents than most other wards in the borough and so this age group will be more affected than others by the proposals. Generally the proposals will result</p>	<p>Actions relating to BME groups:</p> <ul style="list-style-type: none"> • Carry out specific outreach to this hard to reach group to understand their needs better and to understand the impact of the regeneration • Work with developers and contracting authorities to mitigate against

<p>in a positive impact to the community because they are intended to improve the built environment and invest in the areas facilities and assets to support the housing growth which is being promoted. There will inevitably be some disbenefits resulting from the regeneration, particularly in the medium terms when development is on site and there is disruption caused by the construction works.</p>	<p>disruption caused by construction works, maintain a clear communication campaign throughout the works to make sure all residents are kept informed about the works as they progress.</p>
<p>People with a religion or belief (or no belief) Tottenham Green and Tottenham Hale has a higher percentage of people of Christian faith and a growing community of people with the Muslim faith. Whilst there are no specific proposals that identify new space for worship there may be opportunities within the area as development comes forward. The new residents will also provide opportunities for existing places of worship to increase their congregations. It is generally assumed that the proposals will have a positive impact on this protected group. One known need in the area is a community space large enough for events like wedding celebrations, christenings and funerals, whilst the proposals acknowledge the need for community space no space of adequate size or guaranteed cost has been identified.</p>	<p>Actions relating to people with a religion or belief (or no belief)</p> <ul style="list-style-type: none"> Engage with relevant groups in developing the detailed design for the new and improved infrastructure to fully understand needs Continue to scope options for a community meeting space which could be used for local wedding celebrations, christenings and funerals
<p>Pregnancy and maternity It is anticipated that the proposals will have a positive impact on this protected group and they involve significant improvements to the community and social infrastructure and also to the public realm, streets and open spaces. One service which caters for pregnant women and/or parents and carers of young children may be affected.</p>	<p>Actions relating to pregnant women and parents and carers of young children</p> <ul style="list-style-type: none"> Engage with relevant groups in developing the detailed design for the new and improved infrastructure to fully understand needs Any proposals for the Pavilion Nursery would have to be consulted upon within the staff and service users and any adverse impact on the protected group need to be mitigated against.

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

Data Source (include link where published)

There has been extensive engagement for the Tottenham Programme and specifically the Tottenham Hale District Centre Framework. This is summarised in the Statement for Community Involvement in appendix XX.

What does this data include?

<p>Tottenham's Future</p> <p>In October 2013, Haringey Council commissioned an independent organisation called Soundings to conduct a thorough five-month consultation exercise called Tottenham's Future, to gather views from the community on their views and ambitions for the next 20 years.</p> <p>The Tottenham's Future consultation closed in February 2014, and a final report outlining responses can be viewed below.</p> <p>Tottenham's Future Consultation Report (PDF, 6.9MB)</p> <p>Tottenham's Future Consultation Report Appendices (PDF, 3MB)</p>	<p>More than 3,700 people contributed to this consultation through a variety of methods – including completing canvas cards; visiting a dedicated website; visiting drop-in events and attending various exhibitions, community meetings and interviews.</p> <p>The responses fed into and shaped the council's Strategic Regeneration Framework (SRF) for Tottenham, which sets out an exciting vision and seven strategies on how the local community's priorities can be achieved. By the age of 20, a child born in Tottenham today will have the same level of opportunity as the best in London, with:</p> <ul style="list-style-type: none"> • World-class education and training • Improved access to jobs and business opportunities • A different kind of housing market • A fully connected community with even better transport links • A strong and healthy community • Great places • The right investment and high-quality development
<p>Strategic Regeneration Framework</p> <p>In March 2014 Cabinet approved the SRF, which was then followed in July by the Cabinet-approved SRF Delivery Plan.</p>	<p>This sets out the programme of projects in the short to medium term that will enable the delivery of the vision for Tottenham, structured around four priorities:</p> <ul style="list-style-type: none"> • People: Improved access to jobs and business opportunities; world-class education and training; a strong and healthy community; • Place: Better caring for the place and delivering improved public realm in all of the local centres that comprise Tottenham; • North Tottenham including High Road West – a new stadium and an estate regeneration programme centred on Northumberland Park; and • Tottenham Hale – a key area of opportunity, building on the delivery of a new station and a range of mixed-use development.
<p>Tottenham Hale Information Days – DCF 1</p> <p>In October 2014, Haringey Council together with planning and urban design experts Allies and Morrison held a series of engagement events with the local community at Tottenham Hale to capture their views on the sort of centre they wanted to see in their local area.</p>	<p>More than 100 people attended the events, representing a range of interests, from residents associations, to local businesses. The four sessions all differed in the issues discussed and the key messages which emerged. The report sets out the following priorities:</p> <ul style="list-style-type: none"> • Healthcare provision • Layout of the new centre • Retail offer – retain much used brands • Concerns with gyratory works making area less green and still not pedestrian friendly • Concerns about safety for pedestrians and cyclists

<p>Tottenham Hale Information Days - DCF 2</p> <p>In March and June 2015, Haringey Council held a series of engagement events with the local community at Tottenham Hale to display and discuss emerging proposals for the DCF and supporting strategies.</p>	<ul style="list-style-type: none"> Jobs – want opportunities to young people to access training and employment <p>The events held in Tottenham Hale have highlighted a number of common responses from local people about the proposals for Tottenham Hale and these have informed the plans to date.</p> <p>Community priorities include:</p> <ul style="list-style-type: none"> Social infrastructure: Additional GPs were the most requested facility as well as future proofing schools to make sure there are enough school places for a growing community Height: Concerns were raised about loss of light and the views to neighbouring buildings if new taller buildings are built Streets and public realm: Create safe, pleasant connections between areas of Tottenham Hale for both pedestrians and cyclists. Open up public spaces and make them more welcoming Business and retail: Many people wished to see more restaurants and social spaces introduced to the area and any new retail should include space for small and local businesses Transport: There are already parking pressures in residential areas and it was felt underground parking/ managed parking systems should be considered to deal with additional parking requirements Employment: There were questions over what employment would be delivered in the area. Jobs should meet local employment needs and skills Building design: The quality of the design and materials of the buildings is important. Buildings should be designed to reflect the character of the area Affordable housing: There is a need for genuine affordable housing for local people particularly families. New homes need to meet the needs of the local community Affordable workspace: Creative and alternative business uses in the area should be retained, developed and supported
<p>Test Project approach - mapping civic networks</p> <ul style="list-style-type: none"> Through February and March we undertook a review of policy, strategy and existing studies on the area, including the Strategic Regeneration Framework, Regeneration Strategy, 	<p>The full range of mappings and interviews, which formed the basis for the development of Test Projects contained within the project bank, is contained within the Test Project Approach Appendix.</p>

<p>Tottenham Hale Masterplan Refresh, Workspace Strategy and documentation on site-specific allocations.</p> <ul style="list-style-type: none"> • We also met with a number of civic organisations and networks indicative of the area to inform an outline understanding of the latent skills, ideas and capabilities that could be supported or built upon. 	
<p>Sustrans Community DIY Streets</p> <ul style="list-style-type: none"> • Engaged with approximately 500-700 residents through on-street events • Held 3 regular drop-ins, 7 on-street pop-ups, 5 co-design sessions, 5 feedback sessions and one final showcase, totalling 22 events. • Gathered approximately 200 email addresses, 40+ phone numbers 	<p>The project aimed, through a holistic, community led, street design process, to identify issues and collaboratively find solutions which help:</p> <ul style="list-style-type: none"> • Calm and quiet residential streets • Improve links to walking and cycling routes • Improve access and links to playable/green/public space
<p>Individual workshops and meetings with stakeholder groups</p>	<p>In November 2015 and January 2016 we engaged with a number of individual organisations and are preparing an engagement strategy for the next two years which will allow these groups to continue to be involved as the projects progress.</p>

Stage 8 - Final impact analysis

All groups of residents will benefit from the proposals set out in the strategies including the:

- the improved transport links
- the provision of more homes
- the improvements in existing open spaces
- improvements to public spaces and streets; and
- plans to increase jobs and training opportunities

There may be some specific impact on some protected groups and this needs to be understood through further discussion and analysis as the individual projects are brought forward and developed.

Robust monitoring and evaluation arrangements will be put in place to analyse the impact of the Tottenham Hale DCF and development programme on different groups of residents, under the oversight of the Joint Strategic Forum and Tottenham Delivery Board. Developers will be expected to engage and work together on achieving social, economic and environmental strategic priorities set out in the Area Action Plan and DCF, as well as minimising disruption from construction works. A community engagement strategy is to be adopted [link], that will ensure that all of the different groups of residents in the Tottenham Hale area can continue to input into the design and delivery of the new district centre developments and have their voice heard in minimising any potential disruption.


Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Helen Fisher

Date of review

Review approved by Director / Assistant Director



Date of review

27/1/16

Stage 10 - Publication

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

