

Report for: Cabinet 14 March 2017

Item number: 12

Title: North Tottenham Townscape Heritage Initiative - Appointment of Principal Contractor (Phase 1)

Report authorised by: Lyn Garner, Director of Regeneration, Planning and Development

Lead Officer: Catherine Cavanagh, Project Officer, Tottenham Regeneration
T x3648, E Catherine.cavanagh@haringey.gov.uk

Ward(s) affected: Northumberland Park

Report for Key Decision

1. Describe the issue under consideration

- 1.1 This report seeks approval to enter into contract with the preferred bidder for Phase 1 of the North Tottenham Townscape Heritage Initiative (THI), Cuttle Construction Limited (Cuttle). As principal contractor, they would undertake conservation works to building elevations including the shopfronts at 791, 797-805 (odd) and 816-822 (even) High Road and 1-7 White Hart Lane (odd).
- 1.2 The contract is to be awarded on the basis of the highest quality and best value for money. Cuttle's tendered price was £673,845 for Phase 1 works lasting 25 weeks.
- 1.3 The THI is a £2.3m project to restore up to 28 historic buildings in North Tottenham funded by the Heritage Lottery Fund (HLF) £1.5m, Haringey Council £0.5m and property owners £0.3m. It aims to improve the appearance of the North Tottenham Conservation Area and encourage people to shop locally.

2. Cabinet Member Introduction

- 2.1 Tottenham High Road is home to some fantastic historic buildings and shopfronts. For too long though, some of this important local heritage has been unloved, or covered up and unseen.
- 2.2 I'm delighted that the Council, Heritage Lottery fund and property owners are investing £2.3m to restore up to 28 historic shopfronts. It's been fascinating to chair the board overseeing this project and to work with officers, ward councillors and local residents to agree restoration plans. I'd like to thank the many local residents who have sent in old photographs of Tottenham High Street, which have been invaluable in helping us agree plans faithful to the original designs.
- 2.3 Following this work, I'm pleased to recommend, in this report, awarding the contract for Phase 1 of the improvements.
- 2.4 The North Tottenham Conservation Area is on Historic England's At Risk register. Repair and restoration of historic properties will improve the physical

appearance of the conservation area and contribute to the wider regeneration of the area.

2.5 The benefits of this project will go well beyond heritage improvements. We hope that this project will be important in:

- creating a better experience for visitors, residents and traders through improved shopfronts and buildings contributing positively to the environment and townscape of North Tottenham.
- providing better accommodation for traders and residents.
- encouraging awareness of its historical significance and greater participation in its management via a programme of heritage activities.
- bringing building facades up to an acceptable standard for a conservation area and to facilitate future planning and enforcement.

3. Recommendations

3.1 That in accordance with Contract Standing Order 9.07.1(d) Cabinet approves the award of the contract for Phase 1 of the North Tottenham THI to Cuttle Construction Limited for the contract sum of £673,845.

4. Reasons for decision

4.1 To enable the implementation and completion of repair and restoration works as part of the THI. In accordance with the grant agreement between the Council and HLF and the approved programme, Phase 1 works are required to start in July 2017 and be completed by December 2017.

5. Alternative options considered

5.1 To not appoint a contractor would mean the terms of the grant agreement between the Council and HLF not being met and potentially result in the loss of external investment in North Tottenham of over £1,468,000 from HLF and £304,000 from local property owners. The HLF grant must be spent by March 2020.

6. Background information

6.1 The Tottenham Strategic Regeneration Framework (2014) sets the vision for the future of Tottenham, which prioritises North Tottenham as an area for improvement and investment. Major changes to North Tottenham will be delivered via the following schemes:

- High Road West estate redevelopment which will provide a minimum of 1400 new homes, commercial space, and associated public realm improvements.
- The redevelopment of White Hart Lane station and public realm works around White Hart Lane to improve the physical environment.

- The regeneration of Northumberland Park estate to provide a range of new homes, community facilities and public spaces.
 - The new 61,000 seater Tottenham Hotspurs stadium which also includes 585 residential units, club store and museum , extreme sports centre, 180 bedroom hotel and 49 serviced apartments, community medical centre, 400m2 of community or office space, (enhanced public realm, and a new public square.
- 6.2 In addition to the above significant developments, heritage improvements to enhance the physical appearance of the High Road in North Tottenham will be delivered. £3m of Council capital funding for heritage building improvements was agreed by Cabinet in February 2012. This was part of a £41 million package of support for Tottenham in conjunction with the Greater London Authority: *Funding and Investment Package for the Tottenham Regeneration Programme*. £500,000 of the £3m is match funding for the HLF THI grant. The remaining £2.5 million will contribute to improving the historic buildings in the vicinity of the Northumberland Development Project, subject to a future report.
- 6.3 The THI funding bid to HLF was approved by the Cabinet Member for Regeneration on 20 November 2014. A grant agreement between HLF and the Council was entered into in June 2015 when HLF gave permission to formally start the project. The construction works and activity plan form the implementation stage of the project. The works will take place in two phases over the next two years.
- 6.4 Phase 1 comprises the facades of mixed use commercial and residential buildings, six of which are Grade II listed. These are 791, 797-805 (odd) and 816-822 (even) High Road and 1-7 White Hart Lane (odd). See map in Appendix 1.
- 6.5 Property owners and business tenants are contributing 15% of the works costs in accordance with the conditions of the HLF grant. The freeholders and leaseholders have each signed a contract with Haringey Council that includes information on the proposed designs for the buildings and a detailed schedule of works. Planning permission or listed building consent has been granted by Haringey Council for all of the properties in Phase 1.
- 6.6 The final list of properties is dependent on contractual agreements from the owners; therefore, properties may be added or omitted by instruction during the works phase.
- 6.7 Phase 2 will commence in summer 2018 when it is planned to conserve the remaining properties comprising 769-789 High Road. The inclusion of these and potential reserve properties will depend on whether the property owners wish to be involved in the THI scheme.

- 6.8 An Activity Plan runs alongside the capital works to provide learning and skills opportunities for local people to learn about the heritage of Tottenham and become involved in its restoration and maintenance. Bruce Castle Museum is coordinating the participation of schools, colleges, volunteers and the local community. The contractor's tender documents include opportunities for apprenticeships, training and outreach during the conservation works.
- 6.9 The communication plan includes a launch for the conservation works in early June, which will also celebrate the activities that have been delivered. Heritage banners will be created for the scaffolding as a family art project. Both Council officers and the contractor will write to and regularly meet with those directly affected by the works, including the property owners, business and residential tenants and the conservation officer. Information about the project is available online and regular updates and articles about the THI will be provided.
- 6.10 Governance of the Townscape Heritage Initiative is via the Partnership Board chaired by the Cabinet Member for Regeneration and Housing. Representatives on the board include ward councillors, the Tottenham Conservation Area Advisory Committee, Tottenham Traders Partnership, sixth form colleges and Haringey's conservation, museum and regeneration teams.
- 6.11 The design team comprises the Principal Designer, Quantity Surveyor, Project Manager and a representative of the Tottenham Conservation Area Advisory Committee, who have experience of conservation and shop front restoration projects in Tottenham, Haringey, and elsewhere in London.

7. Procurement Process

- 7.1 A tender exercise was carried out using the Council's London Construction Programme (LCP) Framework. Five Lot 4 contractors tendered. The tenders were assessed on quality (60%) and cost (40%) by members of the design team, with the resulting scores in Table 1 below:

Table 1 Combined price and quality scores

Contractor	Cost 40%	Quality 60%	Combined Total %
Cuttle	40.00	57.60	97.60
Contractor B	39.77	53.40	93.17
Contractor C	35.98	48.95	84.93
Contractor D	33.13	43.20	76.33

- 7.2 Following an evaluation of the submitted tenders the preferred bidder was found to meet all quality and value for money standards and it is therefore recommended that the contract be awarded to Cuttle Construction Ltd.

8. Contribution to strategic outcomes

- 8.1 The THI contributes to Priority 4 of Haringey's Corporate Plan 2015-18 in relation to sustainable growth and employment.
- 8.2 The Tottenham Strategic Regeneration Framework (2014) sets the vision for the future of Tottenham which prioritises North Tottenham as an area for improvement and investment.
- 8.3 The THI contributes to three of the four Tottenham Strategic Regeneration Framework priorities (2014):
- People: To deliver improved access to jobs and business opportunities; world-class education and training; and a strong and healthy community
 - Place: Better caring for the place and delivering improved public realm throughout Tottenham
 - North Tottenham including High Road West, a new stadium/leisure destination and comprehensive estate regeneration and housing renewal.
- 8.4 The draft Tottenham Area Action Plan 2016 includes the aim to enhance the overall character and setting of Tottenham High Road which this project will contribute to.

9. Statutory Officers comments

Finance

- 9.1 The Chief Finance Officer confirms that the total cost of the project including the amount of the contract award recommended by this report can be contained within the budget available.
- 9.2 The preferred bid of £673,845 compares favourably with the pre tender estimate of £739,287 excluding contingency for Phase 1 works.
- 9.3 The total budget of £2.3 million comprises HLF and Council funding. The property owners and businesses affected are contributing 15% towards the works costs, payable before the works start. See Table 2 below.

Table 2 Project funding sources

Funding sources	
HLF contribution	£1,467,700
Haringey Council contribution: part of the £3m heritage allocation approved by Cabinet on 7 February 2012.	£499,022
Property owners: 15% of works costs	£289,664
Arts funding: various sources	£14,950

Total budget	£2,271,336
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9.4 HLF need to approve the following before the grant for existing and future capital spend can be claimed:

- Procurement report for appointing the principal contractor
- Planning permission and listed building consent for architectural designs which has been received apart from 1-5 White Hart Lane.
- That all participating property owners and tenants will have signed a contract with Haringey Council and have made their 15% payment towards the cost of the works. All Phase 1 owners have signed a contract and invoices have been issued, apart from 816-818 High Road and 1-5 White Hart Lane.

Procurement

9.5 The contractor has been selected from the London Construction Programme Major Works 2014 (LCP W1 - MW14) Framework Agreement, Lot 4 North London – Education and other areas including leisure, care, health, industrial, commercial etc. (value band) £100,000 to £999,999.

9.6 The tender has been prepared and tendered on the award criteria using 40% price and 60% quality to determine the “Most Economically Advantageous Tender”.

9.7 Mott MacDonald were commissioned as the Cost Consultant for the project but also assumed responsibility for the administration of the Delta e-procurement portal due to insufficient Haringey resources being available.

9.8 The selected contractor as referenced in paragraph 3 represents best value for money for the Council.

9.9 The construction works are split into two phases with a separate works contract for each. Another contract award report will be prepared in February 2018 in advance of awarding the contract for Phase 2 of the project.

Legal

9.10 The Assistant Director of Corporate Governance notes the contents of the report.

9.11 The LCP Major Works Framework Agreement was procured in accordance with procurement rules.

9.12 The contract to which this report relates has been procured by undertaking a mini-competition in accordance with the requirements of the Framework Agreement and the selection was made on that basis.

9.13 The report is recommending an award to Cuttle Construction Limited on the basis that their tender was the most economically advantageous in accordance with CSO 9.07.1(b)(i).

9.14 This is a key decision and as a result it has been included on the Forward Plan in accordance with CSO 9.07.1(e).

- 9.15 The Assistant Director of Corporate Governance is not aware of any legal reasons preventing Cabinet from approving the recommendations set out in paragraph 3 of the report.

Equality

- 9.16 An Equalities Impact Assessment (EqIA) has been completed and is appended to this report. The THI will contribute to the equalities agenda by providing much needed enhancements to the High Road, with the potential to increase footfall leading to economic regeneration of the local shopping centre.
- 9.17 The Activity Plan is aimed at encouraging protected and underrepresented groups to participate in heritage activities, which will foster good relations between those with protected characteristics and those without them.
- 9.18 Thorough consultation has been undertaken with a wide range of stakeholders, such as property owners, traders, community groups and colleagues. This has informed the scope of the project and identified new audiences to be engaged with heritage. Robust qualitative and quantitative measures have been proposed for evaluating the benefits of the project.
- 9.19 The tender and selection process for the Principal Contractor, which is the subject of this report, was carried out in line with the Council's procurement policy and guidelines which have equalities considerations at all the key stages.
- 9.20 There will be minor inconvenience from the conservation works and associated scaffolding and works compound. The project team and the contractors will liaise with any traders and residents affected, and ensure that safe access to the properties and along the pavement is maintained. The agreements with property owners and the Principal Contractor include the requirement to minimise disturbance such as noise. It is not envisaged that any of the protected groups identified in the EqIA will be affected in any way differently to the population as a whole.

10. Use of Appendices

Appendix 1: North Tottenham THI map and designs

Appendix 2: Equality Impact Assessment

11. Local Government (Access to Information) Act 1985

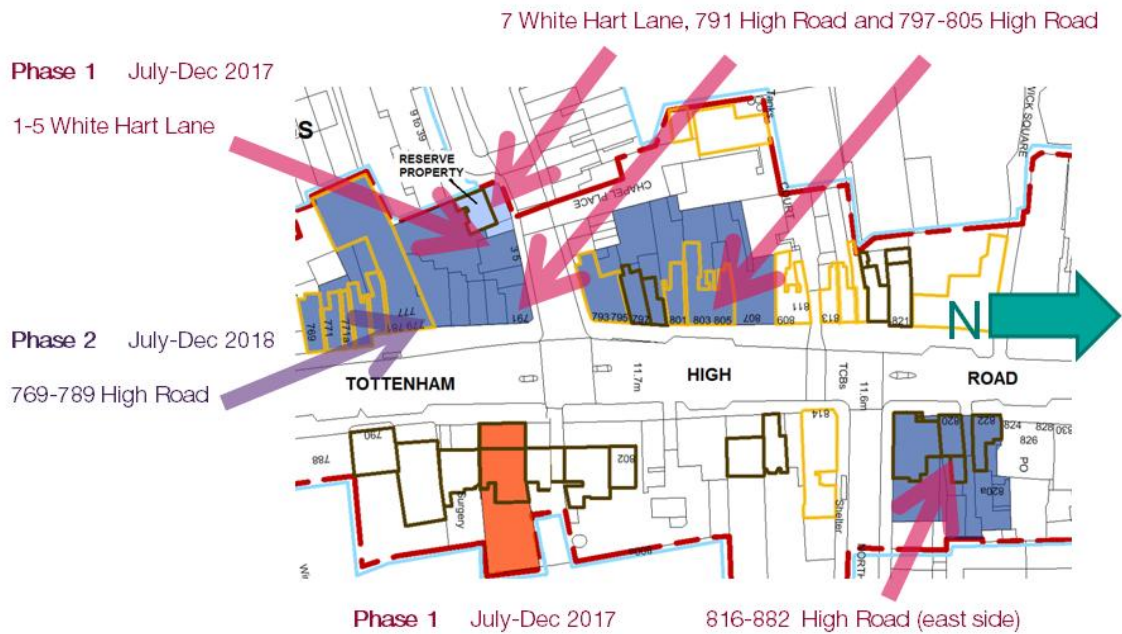
Tottenham High Road Historic Corridor (North) - Submission of THI Bid: report approved by the Cabinet Member of Regeneration and Housing on 20 November 2014.

Funding and Investment Package for the Tottenham Regeneration Programme approved by Cabinet on 7 February 2012

Appendix 1 North Tottenham THI Map and Designs

Programme map showing buildings included in Phases 1 and 2

Phase 1 July-Dec 2017



Phas

e 1 816-822 High Road – existing and proposed views of
facades



791 High Road – existing and proposed views of corner building



797-805 High Road



existing frontages



proposed frontages

Appendix 2 EQUALITY IMPACT ASSESSMENT

1. Responsibility for the Equality Impact Assessment			
Name of proposal	North Tottenham Townscape Heritage Initiative. Accompanies report on Appointment of Principal Contractor.		
Date of Report	13 January 2017		
Service area	Tottenham Regeneration Programme		
Officer completing assessment	Catherine Cavanagh and Adam Stoneman		
Equalities/ HR Advisor	Ashley Hibden		
Cabinet meeting date (if applicable)	14 March 2017		
Director/Assistant Director	Lyn Garner / Helen Fisher		
2. Summary of the proposal and its relevance to the equality duty			
<p>The proposal</p> <p>The Townscape Heritage Initiative (THI) is a £2.3m project to restore up to 28 historic buildings in North Tottenham with support from Heritage Lottery Fund (HLF), property owners and businesses. It aims to improve the appearance of the High Road conservation area and to encourage people to shop locally. The scheme will also provide opportunities for local people to learn about the heritage of Tottenham, gain skills, and become involved in its restoration and maintenance.</p> <p>Historically planning enforcement in Tottenham has faced many challenges and the intention is to ensure that, once the selected buildings are brought up to standard, council staff (planners, enforcement, town centre management), traders and local people are given the knowledge, skills and motivation to identify and address future breaches of planning controls in order that they can help care for Tottenham's built heritage for generations to come.</p> <p>Key stakeholders who may be affected</p> <table style="width: 100%; border: none;"> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> Local businesses and traders Property owners Volunteers Community Groups Staff – e.g. Planning </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> Schools and colleges, trainees Local residents Partnership Board Heritage Lottery Fund Suppliers </td> </tr> </table> <p>Public Sector equality duty and the protected groups</p> <p>The THI will consider and reasonably addresses the needs of different groups, regardless of gender, faith or sexual orientation, ethnicity, ability, aspiration or background. It will contribute to the equalities agenda by providing much needed enhancements to the High Road and, in its programme of heritage activities and community engagement, will foster good relations between those with protected</p>		<ul style="list-style-type: none"> Local businesses and traders Property owners Volunteers Community Groups Staff – e.g. Planning 	<ul style="list-style-type: none"> Schools and colleges, trainees Local residents Partnership Board Heritage Lottery Fund Suppliers
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characteristics and those without them.

THI improvements will include:

- more attractive buildings and shops leading to a better experience for visitors, residents and traders
- Increased passive surveillance by removing roller shutters and using lattice shutters where required (personal safety).
- Better accommodation for traders and residents
- Potential increased footfall, economic regeneration
- Activities aimed at encouraging protected and underrepresented groups to participate in heritage activities

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Protected group	Service users	Staff
Sex	<p>We have considered other sources of data available on groups within Haringey that share the protected characteristics, alongside data available at national level. This has included the following:</p> <ul style="list-style-type: none"> • 2011 Census • 2010 Index of Multiple Deprivation • Strategic Regeneration Framework (SRF) Scoping Works • English Heritage at Risk Register 2014 • North Tottenham Townscape Heritage Initiative Sub Area Conservation Area Appraisal 2014 • Conservation Area Management Plan 2014 • 2014/15 Taking Part Survey (DCMS) • 2010 Disability Allowance survey, Department of Work and Pensions <p>The data sources listed above provide a demographic snapshot of Northumberland Park ward:</p> <ul style="list-style-type: none"> • Deprivation: Northumberland Park is the most deprived ward in Haringey with high levels of long term unemployment (Index 	
Gender		
Reassignment		
Age		
Disability		
Race & Ethnicity		
Sexual Orientation		
Religion or Belief (or No Belief)		
Pregnancy & Maternity		
Marriage and Civil Partnership		

	<p>of Multiple Deprivation 2010)</p> <ul style="list-style-type: none"> • Age: The age profile of the ward suggests that the population is young with 31.2% of the population aged under 20 and only 8.4% of residents aged over 65. (2011 Census) • Disability: 18.4% of Northumberland Park residents receive Disability allowances and benefits compared with 12.9% across Haringey (DWP, 2010) • Race/Ethnicity: Northumberland Park is one of Haringey's most diverse wards, with 22% of residents identifying as Black African, 20.7% as White Other, 16.6% of residents identifying as White British, and 13.5% as Black Caribbean. (2011 Census) • Languages spoken: 61.9% of people living in Northumberland Park speak English as a first language. The other top languages spoken are 9.9% Turkish, 4.4% Polish, 3.4% Somali, 1.6% Romanian, 1.5% Kurdish, 1.4% Portuguese, 1.3% Bulgarian, 1.3% Akan, 1.3% French. (2011 Census) • Religion/Belief: The religious make up of Northumberland Park is 50.6% Christian, 24.2% Muslim, 13.0% No religion, 1.1% Hindu, 1.0% Buddhist, 0.2% Jewish, 0.2% Sikh. (2011 Census) • Marriage/Civil Partnerships/Cohabitation: 32% of residents are married compared to the Haringey average of 33.3%; 6.8% cohabit with a member of the opposite sex, 1% live with a partner of the same sex, 41.2% are single and have never married or been in a registered same sex partnership, 14.8% are separated or divorced. (2011 Census)
<p>If there are any gaps in the data for particular groups or no data is available, please explain how you will address this gap</p>	
<p>There is insufficient data on gender reassignment, sexual orientation and pregnancy/maternity. However, it is anticipated that the strategy will have a positive impact for a broad section of the local community including those from these protected characteristics.</p>	

4. a) 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?

Traders will be surveyed at pre and post project completion to determine impact of project.

Key Performance Indicators will be recorded for the principal contractor. These will measure the quality of construction work, increases in business activity, as well as community participation and engagement in the Activity Plan.

Consultation for the Activity Plan was undertaken through face to face interviews and meetings, pilot projects, focus groups and snapshot surveys. A sample group of relevant people were also contacted to test the willingness of people to participate in any heritage activities.

Internal consultation was conducted with staff from various departments, including Planning and conservation, Strategy & Regeneration, Legal, Commissioning and Customer Services before submission of the Round 2 HLF Bid 2014. The bids met HLF equality requirements.

Key stakeholders (external and internal) were consulted at both rounds of the HLF bid and the majority continue to be consulted as part of the Partnership Board, which meets quarterly for the governance of the THI.

Additional consultation has taken place externally with a range of key community stakeholders. This has included groups and organisations experienced with working with heritage (archives, oral history) or communities, young people and volunteers. There have also been opportunities to link with organisations representing diverse sections of the community, including non-typical/ non-user groups. These include:

- Northumberland Park Secondary School in particular the EAL (English as Additional Language) and SEN (Special Education Needs) groups
- Northumberland Park Over 55s Club
- Youth group at St Paul's and All Hallows Church
- Bruce Grove Residents Network
- Bruce Grove Youth Centre
- St Francis de Sales Church Group
- Friends of Bruce Castle
- Park Lane Community Centre
- Love Lane History Group
- 639 Enterprise Centre – social enterprise centre for young people
- Wise Thoughts – LGBT arts
- Studio 306 – art collective for those recovering from mental illness

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in relation to groups sharing the protected characteristics

Consultation and research

Survey of traders May-July 2016 found that all businesses questioned in the North Tottenham Conservation Area were either unaware or did not think they were in a conservation area or that their building had any historic features. The majority considered walking at night to be unsafe. 60% were happy with their current shopfronts even where they do not conform to conservation area guidance.

A review of existing documentation relating to the study area was undertaken in December 2015, in order to compile baseline data for the THI project to be measured against and to inform questions for the survey of businesses.

Research into other shopfront improvement schemes in Tottenham, Haringey and further afield was undertaken, including lessons learned reports, review workshops and site visits. The project officer liaises with officers from other boroughs working on Townscape Heritage Initiatives.

Planning applications and listed building consent undergo a statutory consultation period. Pre application discussions will be held with the conservation officer. All applications will be accompanied by Heritage and access statements. These will include the following considerations:

- Measures to reinforce and complement the specific local character, as suggested in the Haringey Conservation Area Appraisal
- Disabled access will remain the same as at present. Where existing entrance steps are located, the height is too great and the pavement too narrow to add ramps. There is insufficient space within shops to allow for a ramp of acceptable length, which would disrupt the space and create different access issues. The THI project will repair and restore the exterior facades of properties and no internal works are proposed. Where possible, temporary ramps will be provided that the trader can install when needed. The width of any new doors will comply with accessibility standards.
- The feasibility study for by the architect, Survey and Design, included consultation with owners and businesses over the designs in Aug-Oct 2014. Owners and businesses will be consulted at every stage of the Riba design process. In addition, feedback from the design team and the partnership board has been incorporated into the designs. Tottenham Regeneration Programme colleagues have been consulted on the designs, especially those coordinating projects in North Tottenham.

Partner letters of support – the THI received nine individual letters of support from key stakeholders, as well as positive endorsements from Council members, Councillors and the Greater London Authority. English Heritage commented that they were pleased to see that At Risk status of the conservation area being addressed. Responses from business tenants, property owners and residential tenants were

supportive, with no concerns relating to equality issues or protected groups.

Activity Plan development was undertaken in light of discussions with local service providers, actual heritage audiences and potential audiences, local residents and council teams. Consultation highlighted that there needs to be a proactive approach to engagement, offering a range of routes for people to explore and enjoy their local and community heritage.

Actions arising from Consultation

Analysis of the demographic make-up of the Northumberland Park ward and Tottenham generally influenced the approach to audience development by helping us target protected groups:

1. Engaging the older and retired population as well as the unemployed who live locally in volunteering opportunities.

Northumberland Park ward has a relatively low percentage of residents who are over 65 but, given the history and heritage focus, we felt it was important to target older residents and particularly intergenerational activities. Prioritising heritage skills will benefit the large percentage of unemployed residents.

2. Taking an inclusive approach to reaching ethnically diverse audiences alongside the population as a whole.

As Northumberland Park is such an ethnically diverse ward, it is important to engage with a wide array of local community groups and resident associations in order to reach as diverse an audience as possible.

3. Providing opportunities for young people to engage with or volunteer, as they form 31.2% of the population.
4. Lower income groups, who tend to participate less in heritage related activities (Taking Part Survey 2014/15), as 27% of Northumberland Park residents have routine or semi-routine occupations.

To respond to the findings of the consultation, the project will:

- Work in partnership –develop relationships with new audiences through working alongside trusted providers
- Explore the heritage of North Tottenham and its communities in the broadest sense – communicating the important role of the history of the High Street through time and the importance of the built environment within the local community
- Take existing heritage collections from Bruce Castle Museum and Haringey Archives to new audiences via exhibitions, handling materials and an enriched online presence
- Make heritage relevant to local people's everyday experiences – offer opportunities for people to connect to the local area's story from many different perspectives (54.6% of people living in Northumberland Park were born in countries other than England).
- Offer interactive ways for people to connect to their place within the local heritage

and interpret its story in their own way.

- Create opportunities for experiencing local and community heritage for marginalised groups who need extra practical support in their engagement – prioritising accessibility and SEN support for school children involved in project
- Develop hands on opportunities for getting involved – flexible volunteering for local people to learn and share their skills and talents (20% of Northumberland Park residents are classed as never worked and long-term unemployed.)
- Measure participant equality data against ward data and the protected characteristics

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

1. 1. Sex	2. Sexual orientation
3. 2. Gender reassignment	4. Religion or belief (or no belief)
5. Age	6. Pregnancy and maternity
7. Disability	8. Marriage and Civil Partnership
9. Race and ethnicity	10. Groups that cross two or more equality strands e.g. young black women

The proposed building conservation work and the accompanying activity programme are not deemed to have any adverse impact on any of groups identified above.

This project will not directly impact on Haringey employees other than in their day to day statutory role (e.g. planning and enforcement) or their role as residents of Haringey where applicable.

There will be minor inconvenience from the conservation works and associated scaffolding and works compound. The project team and the contractors will liaise with any traders and residents affected by the works, and ensure that safe access to the properties and along the pavement is maintained. The agreements with property owners and the Principal Contractor include the requirement to minimise disturbance such as noise. It is not envisaged that any of the protected groups listed above will be affected in any way differently to the population as a whole.

The Activity programme gives those protected under the Equality Act opportunities to participate in heritage conservation. The THI will therefore have a positive impact on protected groups by introducing new audiences to heritage and fostering good relations in the community.

Outline the overall impact of the policy for the Public Sector Equality Duty:

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

Any direct/indirect discrimination?

No, the project will fully respect 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.

The tender and selection process for the Principal Contractor was carried out in line with the Council's procurement policy and guidelines which have equalities considerations at all the key stages.

Equality of opportunity

The proposal will remove barriers to and/or advance equality in the following ways:

Physical

- Address through design anti-social /crime issues, such as improving passive surveillance
- All activities will be designed in line with the council's equal opportunities policy
- Outreach sessions will take place in accessible and local places for ease of access
- The online presence of the project through Haringey Council's websites, blogs and social media will provide remote access to the ideas and creative outputs
- Physical access needs for any individual participant will be identified in advance to any project sessions or events and any appropriate adjustments made

Sensory

- A range of techniques will interpret the heritage
- Project sessions will be developed in a creative and participatory way to engage a range of senses
- Digitised archive material will be visually accessible enabling the widest number of people to engage with it

Intellectual

- The different areas of project activity will use a number of routes into exploring

local heritage, including visual led routes

- The project will be developed in a way that is audience and participant centred and is guided by participant feedback and areas of interest
- The activity programmes will be publicised in an appealing and accessible way
- Programming will range in content to suit the needs and interests of target audiences
- A multi-modal approach reflecting a diversity of learning styles will be built into project sessions
- Historical information about the conservation area and its buildings will be provided for businesses and residents as posters and leaflets.

Attitudinal

- Advance equality and eliminate harassment by increasing feelings of safety and reducing the fear of crime
- Project participants from “non-users/ non-engaged” groups will have the opportunity to build confidence around accessing culture through the creative and participatory project work alongside professionals
- Outputs of project participants will be valued by Haringey Council and project staff and their work will be celebrated
- ☐ A positive presentation of the value and relevance of the importance of this area of Tottenham High Road will be shared with local people
- Signage, invitation and hosting of the public events and project sessions will champion warmth of welcome
- Partnerships with trusted local networks and providers will offer a safe and facilitated way in for people who feel less confident in participating
- Intergenerational work with people who remember the area in earlier days will bring the heritage to life for new audiences

Cultural

- ☐ A range of stories will be explored throughout the project
- The approach to exploring the heritage will be led partly by participant interests
- The heritage and contributions of participants will be celebrated via the project

Financial

- Improve trading potential and economic opportunity for businesses by enhancing the appearance of groups of shop fronts and the uppers contributing to the overall attractiveness of the streetscape as a destination.
- A free programme of activities will be available for participants and the wider public
- Hospitality will be provided at no cost to participants at each of the project sessions

Relations between groups

Through an inter-generational oral history project, this programme will foster greater contact and understanding between different age groups.

6. a) What changes if any do you plan to make to your proposal as a result of the equality impact assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance (part 11)

Outcome	Y/N
No major change: the EIA demonstrates the policy is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.	Y
Adjust the policy: the EIA identifies potential problems or missed opportunities. Adjust the policy to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy.	N
Continue the policy: the EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly <u>set out below</u> the justifications for continuing with it. For the most important relevant policies, compelling reasons will be needed.	N
Stop and remove the policy: the policy shows actual or potential unlawful discrimination. It must be stopped and removed or changed.	N

N/A

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact	Action	Lead officer	Timescale
Minor inconvenience from the conservation works and associated scaffolding and works compound.	The project team and the contractors will liaise with any traders and residents affected and ensure that safe access to the properties is maintained.	Catherine Cavanagh	June 2017-December 2018
Disturbance during works	The agreements with property owners and the Principal Contractor include the requirement to minimise disturbance such as noise.	Catherine Cavanagh	June 2017-December 2018
Where there are existing entrance steps and the height is too great and the pavement too narrow to add ramps.	Where possible, temporary ramps will be provided that the trader can install when needed. The width of any new doors will comply with accessibility standards.	Catherine Cavanagh	June 2017-December 2018

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

- **Equality and Diversity Monitoring Forms** will be collected from all volunteers and participants in the activities programme
- **Qualitative feedback** from participants will be monitored via forms, email, social media, articles in the press
- **Quantitative data** on participation levels and equality characteristics to compare with ward data
- **Evaluation Benefits Plan** – Table of targets and data to measure success
- **Evaluation** of the THI Heritage Activity Programme will take place throughout the duration of the project. This will enable a reflective approach to the project and iterative development of activities and interpretation with the support of an external evaluator. Monthly and quarterly interim reports and a summative report of the project methodology, achievements and learning points will be produced.
- **Lessons Learned and project closure report**

7. Authorisation

 EIA approved by Helen Fisher Tottenham Programme Director	Date 1 February 2017.....
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8. Publication

Please ensure the completed EIA is published in accordance with the Council's policy.