

EQUALITY IMPACT ASSESSMENT

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

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for 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.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Application by the Labour Party to hire White Hart Lane Recreation Ground for the 'Labour Live' event in 2018
Service area	Commissioning & Client: Active Communities
Officer completing assessment	Sarah Jones: Events & Partnerships Manager
Equalities/ HR Advisor	Hugh Smith: Policy & Equalities Officer
Cabinet meeting date (if applicable)	Cabinet Member Signing
Director/Assistant Director	Stephen McDonnell: Interim Director, Commercial & Operations

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

The Council has received a park hire application from the Labour Party to hire the whole of White Hart Lane Recreation Ground for a one-day event on Saturday 16 June. The proposed event called 'Labour Live' and will be an event encompassing music, food, drink and mainstream political debate.

White Hart Lane Recreation Ground sits within the Woodside Ward.

An EqlA was carried out at the time of developing the Outdoor Events Policy. However, it is recognised that major events do have different site layouts and therefore could have differing impacts on park users. To plan for and mitigate these effects, individual EqlAs for specific major event applications will assess the level of potential impact on recognised groups with protected characteristics.

Although White Hart Lane Rec has often hosted a family funfair, the proposed application will be the first time an event of this kind will take place.

Decision making process

The Council's Events Policy stipulates that major event applications are required to be determined with the prior agreement of the Cabinet Member.

If authority is given, then officers will give in principle agreement to the Applicant for the event application to progress. The event will then be subject to lengthy discussions with relevant authorities, including licensing before final agreement is given.

In adopting the Policy, the Council established its commitment to using the borough's parks for events, increasing the cultural and economic benefit that events such as this bring into Haringey. Accordingly, the only other alternative option which would be considered would be to reject the application. This option was rejected, on the grounds that the events do not fall within any of the grounds set out in paragraph 5.3 of the Policy for automatic refusal.

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?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the

restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Ward Profiles: Woodside ward	N/A
Gender Reassignment	We do not hold this data. The Equality and Human Rights Commission have published a national estimate.	N/A
Age	Ward Profiles: Woodside Ward	N/A
Disability	Ward Profiles: Woodside Ward	N/A
Race & Ethnicity	Ward Profiles: Woodside Ward	N/A
Sexual Orientation	ONS Annual Population Data 2017	N/A
Religion or Belief (or No Belief)	Ward Profiles: Woodside Ward	N/A
Pregnancy & Maternity	Ward Profiles: Woodside Ward	N/A
Marriage and Civil Partnership	Ward Profiles: Woodside Ward	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

The Applicant has applied to hire the whole of White Hart Lane Recreation Ground to facilitate their event.

White Hart Lane Recreation Ground covers a total of nearly 40,000m² of open recreational grassland. There are no facilities within the Park.

The Park is used for informal recreational activity, including football and dog walking. It is not a park which is regularly booked by schools or has any user groups associated with it, other than the Friends of White Hart Lane Recreation Ground.

The event has applied for a Premises Licence to accommodate attendee numbers of up to 19,999.

There is no specific data currently available on park user demographics, as no organised activity currently takes place.

However, we can infer that residents who live in the immediate area are more likely to use the park and be impacted by the events. We also know that these impacts affect children, women and people with disabilities, who are vulnerable to due to their protected characteristic. This assessment addresses the Council and event promoter's actions, which will mitigate any impact. The tables below summarise the demographic data for

residents in Woodside ward.

A) Sex (*Census data, 2011*)

	Female	Male
Woodside	50.2%	49.8%
Haringey	50.5%	49.5%
London	50.9%	49.1%
England	50.8%	49.2%

As in common with national and regional trends, there are slightly more females than males in Woodside ward.

B) Gender reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in the UK¹. It is anticipated that the major event applications will not have a disproportionate impact on this protected characteristic. The event proposed in this application does not discriminate entry on the grounds of sex, which aligns with the Council's Outdoor Events Policy.

C) Age (*GLA Population Projection data, 2015*)

	Woodside	Haringey	London
0 – 15	18.3%	19.4%	20%
16 – 64	73.3%	71.6%	68.6%
65+	8.4%	9%	11.4%

Ward profile data for Woodside shows that 18.3% of the local population is aged between 0 – 15, which is slightly lower than the London average of 20%.

As previously stated there are no structured play facilities within White Hart Lane Recreation Ground, which means that most children under the age of 15 living in the local area will use play facilities located within meters of White Hart Lane Recreation Ground at Woodside Park, which .Wayfinding signage will be put in place at various locations around the Park, advising park users to use Woodside Park for activities.

D) Disability

	Haringey	London	England and Wales
Day-to-day activity limited a lot	6.8%	6.7%	8.3%
Day-to-day activity limited a little	7.2%	7.4%	9.3%

¹ <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

Day-to-day activity not limited	86.0%	85.8%	82.4%
Day-to-day activity limited a lot: Age 16-64	3.8%	3.4%	3.6%
Day-to-day activity limited a little: Age 16-64	4.6%	4.2%	4.6%
Day-to-day activity not limited: Age 16-64	62.4%	61.5%	56.5%

Haringey has a comparable proportion of residents whose day-to-day activity is limited to some extent as London, but lower than the national average.

During the build and break for event all main thoroughfares will be kept open to park users where health and safety requirements allow. Once these are closed off for the event to take place, wayfinding signage will be in place to direct people towards other routes around the park.

E) Race & Ethnicity (*Census data, 2011*)

	Black and Minority Ethnic
Woodside	43.1%
Haringey	39.5%
London	40.2%
England	14.6%

The data shows us that the proportion of residents who are of Black and Minority Ethnicity in the ward where White Hart Lane Recreation Ground sits is slightly higher than the London average. The proportion of BAME residents is considerably higher than the England average.

As a condition of hiring the park, the Council will require the Applicant to install way-finding signage informing people that the park will be inaccessible at points through the build/break and on the event day. Users will be directed to other local facilities in Woodside Park.

It is recognised that the affected wards contain a high number of different ethnic groups, whose first language may not be English. Therefore, all wayfinding signage is assessed and designed using maps and symbols, with limited use of the written words.

F) Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's

population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country².

All major event applications must not discriminate on grounds of sexual orientation. Therefore, any major event that takes place in a Haringey park is open to people of every sexual orientation.

G) Religion

	Woodside	Haringey	London	England & Wales
Christian	49.6%	45%	48.4%	59.3%
Buddhist	1.4%	1.1%	1.0%	0.4%
Hindu	3%	1.8%	5.0%	1.5%
Jewish	0.7%	3%	1.8%	0.5%
Muslim	17%	14.2%	12.4%	4.8%
Sikh	0.5%	0.3%	1.5%	0.8%
Other religion	0.6%	0.5%	0.6%	0.4%
No religion	18.9%	25.2%	20.7%	25.1%
Religion not stated	8.2%	8.9%	8.5%	7.2%

Woodside ward has a higher proportion of Muslims living in the ward, compared to the rest of Haringey or London. It also has a higher than average Christian community compared to Haringey and the regional average, but has a much smaller Jewish population. Woodside ward also has a smaller population who do not have a religion.

H) Pregnancy and maternity

The number of 0-4 year olds in the wards affected in the 2011 Census were:

	Proportion of 0-4 year olds
Woodside	7%
Haringey	7.1%
London	7.2%
England & Wales	6.2%

Woodside and Haringey have a higher proportion compared to the England and Wales average, but is marginally below the London average.

	Proportion of households with dependent children
Woodside	30.7%
Haringey	31.4%
London	30.9%

²

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>

England & Wales	29.1%
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Haringey has a larger proportion of households with dependent children compared to the regional and national average, but Woodside ward has slightly less and is more on par with the regional average.

I) Marital and civil partnership status

	Married (heterosexual couples)	Civil Partnership
Woodside	34%	0.4%
Haringey	32.2%	0.6%
London	40%	0.4%
England & Wales	47%	0.2%

The number of married people (only available to heterosexual couples at the time) is significantly lower than in London and England. However, the proportion of people in civil partnerships is comparable to the London and England and Wales averages.

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?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

The Council’s Events Policy stipulates the need to consult recognised stakeholders, including Friends Groups, Area Parks Managers, Ward Councillors, the Cabinet Member for Environment and the members of the Haringey Safety Advisory Group. Other consultees may be added where appropriate for the specific park or open space.

In discharging the requirement to consult, the Council sent details of the applications to ten external stakeholder groups by email dated 6 February 2018. The Council requests that all responses are submitted within ten working days.

In 2016, during a Judicial Review of the Council’s Events Policy, the High Court defined the consultees as ‘informed consultees’ who had opportunities to share their views within this 10 day period. This, and a subsequent appeal heard in the Court of Appeal in 2017, were found in the Council’s favour.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation’s findings will shape and inform your proposal and the decision making process, and any modifications made?

Of the stakeholders originally contacted, the Council received no responses.

As the application for the event progresses, stakeholders will continue to be informed on the event proposals, and if there is interest, a Stakeholder meeting will be scheduled where event plans can be discussed and stakeholders provided with the opportunity to meet the event organiser and feedback any impacts that the event may have on the local community.

The Council takes extensive steps to ensure the set up and dismantling of the events are sufficient for the safe installation of an event area, while retaining as much public access as possible. The Council will work closely with the event promoters in advance of the event to agree how a phased closure of the event space is managed as build progresses and to ensure that vehicle movement through the park is managed and controlled during these periods. These plans will be shared with stakeholders as they progress, to seek feedback and comments for improvement, which can be discussed in detail with the promoters.

The event organisers and the Council will ensure that the park is cleaned throughout the duration of the events. The wider park area (outside of the event perimeter) will be restored to 'normal' when the event is dismantled. In doing this, the Council seeks to minimise the impact on park users and ensure that the park is left in a safe condition for residents to enjoy.

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

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

Although the ward-level data shows that the male to female ratio is broadly in line with national trends, we know that women are more likely to be carers to young children, who use the park, and therefore the proposal disproportionately impacts this group.

However, any impact arising from the park being closed off will be mitigated by the installation of wayfinding signage directing park users to Woodside Park and its facilities. Woodside Park is located near to White Hart Lane Recreation Ground.

The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative	X	Neutral		Unknown	
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				impact		Impact	
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2. Gender reassignment

We are not expecting any impact. The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative		Neutral impact		Unknown Impact	X
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3. Age

The report identifies that children are more likely to use the park’s facilities and, therefore, they are more likely to be impacted by the proposed events. However, as detailed above, Woodside Park is located minutes from White Hart Lane Recreation Ground and has a number of facilities within it. The Council and the event promoters will ensure that signage is in place to direct park users towards Woodside Park.

The event organisers and the Council will ensure that the park and surrounding area is cleaned throughout the duration of the event. The wider area including the surrounding streets will be restored to ‘normal’ on the night of the event, after attendees have left the area. In doing this, the Council seeks to minimise the impact on park users and ensure that the park is left in a safe condition for residents to enjoy.

The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative	X	Neutral impact		Unknown Impact	
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4. Disability

The proposal is likely to have a negative impact on people with disabilities, as the event will occupy space that would otherwise be accessible for individuals with limited mobility and sensory impairments and that may be used as part of their day-to-day activities.

The Council will ensure that the event organiser displays notices and wayfinding signage detailing alternative routes around the Park once pathways are closed off.

The Council will ensure that all alternative routes allow access for those park users with disabilities.

Throughout the duration of the event, stewards will be present in the wider area to offer assistance to park users with visual impairments, whose familiarity with the park and area may be distorted by the events.

By hosting the proposed event, the Council will be able to use some of the revenue made to support new organised group activity within the park.

The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative	X	Neutral impact		Unknown Impact	
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5. Race and ethnicity

The proposed events will attract a considerable number of attendees, from a range of ethnicities. Woodside ward is already one of the most diverse communities in the country.

The Council will ensure the event organiser uses pictures and symbols in its signage to ensure that communication to park users is clear and inclusive of the diverse range of communities in the area. This has previously been used successfully for events in other parks in the borough.

The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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6. Sexual orientation

We are not expecting any impact. The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative		Neutral impact		Unknown Impact	X
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7. Religion or belief (or no belief)

Under the Council's existing Events Policy, a major event is not permitted in a Haringey park if it excludes entry on a religious basis. Therefore, any major event that takes place in a Haringey park will allow attendees of any or no religion. The proposed event in this report will comply with this direction.

The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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8. Pregnancy and maternity

We are not expecting any impact. All of the concerns regarding the impact on children who use the park are covered in point 3.

The event promoters will be required to comply with standard Equality Act requirements in

order to prevent any discrimination based on this characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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9. Marriage and Civil Partnership

The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

Women with young children:

We know that women are more likely to be carers to young children, and therefore the proposal is likely to impact disproportionately on this group. However, the impact is likely to be low because the Council and event promoters will take significant actions to mitigate the disruption caused to the park. The park doesn't have any formal play or sport facilities and park users will be directed towards Woodside Park to use facilities there.

Positive		Negative	X	Neutral impact		Unknown Impact	
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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?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
 - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
 - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

Background to the major events proposals:

The nature of any proposed event is considered and embedded in the application and planning process. The Council's Events Policy also contains a list of events that would not be allowed to take place in a Haringey park. If an application does not fall within this

immediate refusal, the individual event proposal is discussed between the Council and the Cabinet Member before any informal decision is made to progress the application.

Terms and conditions of the events (including entry):

The event promoters will ensure that entry to each of their events does not discriminate on the grounds of sex, gender reassignment, age, disability, race and ethnicity, sexual orientation, religion, pregnancy and maternity, marital and civil partnership status. In previous years, the events have attracted a significant number of attendees, from a diverse range of backgrounds. The proposed events provide a significant opportunity to foster good relations between groups who share a protected characteristic and those who do not. Previous events in the park have attracted a range of communities that share a common interest and come together during the events. Representatives from the event, the Council and the Metropolitan Police are in attendance throughout the events to ensure that any potential conflict arising between attendees is extinguished or minimised.

Impact of the proposal and mitigating actions:

In relation to the potential impact on park users and residents in the immediate area, the Council will take a number of steps to ensure any impact is minimised. It is acknowledged that children and young people are a particular group that use the park and its facilities. The proposed events will occupy the whole of the park. It is therefore accepted that the event will create a degree of disruption to park users. However, Woodside Park is located within a short distance of Woodside Park and can be an alternative location to visit. Woodside Park also has a number of facilities which the Council will ensure remain open at all times for local people to use. The Council and the event promoters will take steps to ensure that appropriate signage directs park users to Woodside Park. The Council and the event promoters will ensure that signage is implemented in advance of the events and is communicated in a clear way.

Strict noise controls will be stipulated in the premises license. Noise levels will be monitored by Council noise officers and noise consultants employed by the applicant. Any noise disturbance attributed to the events is mitigated as the Council will ensure that all licensable activities cease at 20:30, with the event closing at 21:00. This is deemed reasonable to ensure that any noise associated with the event is minimised and stopped at an appropriate time.

All of Haringey's libraries will remain open during the event day, allowing young people and adults an alternative quiet space to study or work.

Benefits of the proposal:

The proposed events raise significant revenue for the Council, which is shared with relevant groups in the park to host organised activity and to make improvements which wouldn't necessarily qualify for other funding opportunities.

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

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

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 and which protected characteristics are impacted?	Action	Lead officer	Timescale
Age	<p>Ensure that park users are re-directed to Woodside Park to utilise when White Hart Lane Recreation Ground is closed off for the event.</p> <p>Ensure that the finishing time as set out under the Premises Licence is adhered to.</p>	Stephen McDonnell (Interim Director: Commercial & Operations)	<p>Ongoing</p> <p>Ongoing</p>
Disability	<p>Ensure thoroughfares are maintained within the park as much as possible safe during the build and break, and when those agreed are closed, find alternatives which all abilities can access.</p> <p>Ensure wayfinding maps and signage is placed in visible locations to help park users find alternative routes while events are taking place.</p>	Stephen McDonnell (Interim Director: Commercial & Operations)	Ongoing

Race & Ethnicity	Ensure wayfinding maps and signage is accessible for those who may not speak or read English, enabling them to access all facilities within the park.	Stephen McDonnell (Interim Director: Commercial & Operations)	Ongoing
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Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

N/A

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

Event information and park access information will be provided in the run-up to the major event taking place in White Hart Lane Recreation Ground. This will be placed on Haringey's website and will include contact details for the relevant Council services, encouraging anyone with complaints to report them.

Stakeholders are encouraged to feedback on any issues that may arise, and these are responded to by officers.

Council Officers are present in the park daily during the time of build, break and the event, monitoring the effects the event may be having on park users and local residents. This provides an opportunity for any direct feedback during the events. Feedback is thoroughly assessed to ensure improvements and mitigations can be made at the time and for future events.

The Council monitors complaints that are received during the events to ensure that, where possible and appropriate, a different approach can be adopted in future events to further mitigate any impact.

7. Authorisation

EqlA approved byStephen
MDonnell.....
(Assistant Director/ Director)

Date11 March
2018.....

8. Publication

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

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