

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.

This is known as the **Public Sector Equality Duty**.

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	Northumberland Park Business Plan (Haringey Development Vehicle Cabinet Report July 2018)
Service area	Housing, Regeneration, and Planning
Officer completing assessment	Hugh Smith
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	July 2018
Director/Assistant Director	Dan Hawthorn, Director of Housing and Growth

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 proposal

The proposal being assessed is the decision not to proceed with the establishment of the Haringey Development Vehicle (HDV). The July 2017 Cabinet decision to establish the HDV approved, among other documents, the 'Northumberland Park Business Plan' (NPBP). While the July 2017 Cabinet made no decision whatsoever on the future of Northumberland Park, it was envisaged that its redevelopment could be taken forward through the HDV – subject entirely to statutory consultation, further equality impact assessments, future Cabinet decision(s) and ultimately, full Council authorisation for making the relevant application to the Secretary of State for consent to dispose of the land. The NPBP set out the key parameters, deliverables, proposals and processes for the regeneration of the Northumberland Park regeneration area through the HDV. By no longer proceeding with the HDV, the regeneration of Northumberland Park in accordance with the NPBP is similarly no longer an option. This Equalities Impact Assessment assesses the impact of not implementing the NPBP.

Key stakeholders

The key stakeholders who may have been affected by the NPBP include:

- Council tenants
- Resident leaseholders
- Non-resident leaseholders
- Private tenants
- Private homeowners
- Tenants within Registered Provider (RP) homes
- Businesses within Council owned premises or land
- Community or third sector organisations operating from Council owned premises
- Northumberland Park Community School
- The Vale Special School
- Lea Valley Primary School
- St. Paul's and All Hallows Church of England Infants and Juniors School

Decision-Making Process

The decision on the HDV and therefore on the NPBP is being taken by Cabinet in July 2018.

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	<ul style="list-style-type: none"> ▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) ▪ Tenant and Leaseholder demographic information held by the Council's housing management data system ▪ Haringey JSNA ▪ HaringeyStat, June 2016 	N/A
Gender Reassignment	We do not hold this data. The Equality and Human Rights Commission have published a national estimate.	N/A
Age	<ul style="list-style-type: none"> ▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) ▪ Tenant and Leaseholder demographic information held by the Council's housing management data system ▪ Haringey JSNA 	N/A
Disability	<ul style="list-style-type: none"> ▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) ▪ Tenant and Leaseholder demographic information held by the Council's housing management data system ▪ Haringey JSNA ▪ Mosaic 2015 segmentation, (ESA Mental Health claimants/Depression) ▪ HaringeyStat, June 2016 	N/A
Race & Ethnicity	<ul style="list-style-type: none"> ▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation); ▪ Tenant and Leaseholder demographic information held by the Council's housing 	N/A

	management data system; Haringey JSNA	
Sexual Orientation	<ul style="list-style-type: none"> ▪ ONS Annual Population Data 2016 	N/A
Religion or Belief (or No Belief)	<ul style="list-style-type: none"> ▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) 	N/A
Pregnancy & Maternity	<ul style="list-style-type: none"> ▪ Census; ▪ Data based upon households containing a female parent with a dependent child aged 0-1 years old claiming Housing Benefit or Council Tax Relief, 15/06/2016-14/06/2017. 	N/A
Marriage and Civil Partnership	<ul style="list-style-type: none"> ▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) 	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.

This section will cover two areas of:

1. Demographics
2. Wider socio-economic data

1. **Demographics**

A) Sex

The percentage of males is 49.8%, and the percentage of females is 50.2%. This is reflective of local and national trends.

There are 1057 lone parent households with dependent children, of which 972 are women. This makes up 92% of all lone parent households being led by a woman, and 8% are led by men. This is 18.8% of all households compared to the borough average of 10.5%. Therefore, the proposals within the NPBP to provide new affordable childcare provision and a new health and well-being centre are particularly relevant.

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. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

C) Age

0-19 year old profile by ward²

Ward	All ages	0-4	5-9	10-14	15-19	Total 0-19	%
White Hart Lane	13431	1009	1148	1268	1107	4532	33.7%
Northumberland Park	14429	1333	1200	1127	1066	4726	32.8%
Seven Sisters	15968	1464	1421	1225	958	5068	31.7%
Tottenham Hale	15064	1231	1025	1089	1163	4508	29.9%
Bruce Grove	14483	1125	1034	919	1008	4086	28.2%
Alexandra	11795	860	811	730	647	3048	25.8%
Tottenham Green	14580	1083	858	878	891	3710	25.4%
Fortis Green	12488	829	800	864	658	3151	25.2%
West Green	13372	854	809	807	776	3246	24.3%
Noel Park	13939	875	818	823	853	3369	24.2%
Woodside	14514	1017	812	819	769	3417	23.5%
Bounds Green	13725	922	750	732	711	3115	22.7%
St Ann's	14638	1004	795	721	728	3248	22.2%
Hornsey	12659	806	751	598	622	2777	21.9%
Muswell Hill	10784	633	586	596	522	2337	21.7%
Stroud Green	11758	705	518	582	493	2298	19.5%
Crouch End	12395	815	574	477	408	2274	18.3%
Highgate	11632	694	516	506	385	2101	18.1%
Haringay	13272	853	549	473	488	2363	17.8%

Northumberland Park has the second highest proportion of 0-19 year olds in the borough, and with a particularly high number of 0-4 year olds.

In particular, the census found 835 households in Northumberland Park with dependent children and no adult in employment. This is 14.8% of all households and compares with 7.2% for households in Haringey. This is the highest proportion of all Haringey wards. Therefore, not only does the ward have a young population, a disproportionate number of them live in workless households.

Age profile of Haringey by ward³

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

² Census 2011

³ Census 2011

Ward	All ages	0-19	%	20-64	%	65+	%
Alexandra	11795	3048	25.8%	7575	64.2%	1172	9.9%
Bounds Green	13725	3115	22.7%	9341	68.1%	1269	9.2%
Bruce Grove	14483	4086	28.2%	9183	63.4%	1214	8.4%
Crouch End	12395	2274	18.3%	9013	72.7%	1108	8.9%
Fortis Green	12488	3151	25.2%	7965	63.8%	1372	11.0%
Harringay	13272	2363	17.8%	9909	74.7%	1000	7.5%
Highgate	11632	2101	18.1%	8175	70.3%	1356	11.7%
Hornsey	12659	2777	21.9%	8845	69.9%	1037	8.2%
Muswell Hill	10784	2337	21.7%	7143	66.2%	1304	12.1%
Noel Park	13939	3369	24.2%	9391	67.4%	1179	8.5%
Northumberland Park	14429	4726	32.8%	8565	59.4%	1138	7.9%
St Ann's	14638	3248	22.2%	10149	69.3%	1241	8.5%
Seven Sisters	15968	5068	31.7%	9730	60.9%	1170	7.3%
Stroud Green	11758	2298	19.5%	8653	73.6%	807	6.9%
Tottenham Green	14580	3710	25.4%	9675	66.4%	1195	8.2%
Tottenham Hale	15064	4508	29.9%	9384	62.3%	1172	7.8%
West Green	13372	3246	24.3%	8854	66.2%	1272	9.5%
White Hart Lane	13431	4532	33.7%	7769	57.8%	1130	8.4%
Woodside	14514	3417	23.5%	9864	68.0%	1233	8.5%

In regards to the wider population, Northumberland Park has the second lowest proportion of 20-64 year olds and third lowest 65+ year olds. This means that Northumberland Park has a young population and decisions which are likely to impact on the ward's residents will have a greater impact on children and young people aged 0-19.

D) Disability

In the 2011 Census, the following was reported in regards to those who experience limitations on day-to-day activities as a result of a disability or disabilities:

	Northumberland Park	Haringey	London	England and Wales
Day-to-day activity limited a lot	8.1%	6.8%	6.7%	8.3%
Day-to-day activity limited a little	8.6%	7.2%	7.4%	9.3%
Day-to-day activity not limited	83.3%	86.0%	85.8%	82.4%
Day-to-day activity limited a lot: Age 16-64	5.0%	3.8%	3.4%	3.6%
Day-to-day activity limited a little: Age 16-64	5.9%	4.6%	4.2%	4.6%
Day-to-day activity not limited: Age 16-64	54.2%	62.4%	61.5%	56.5%

Northumberland Park has proportionally more residents who have impairments that impact on their ability to do day-to-day tasks. In particular, the ward has the highest proportion of residents in Haringey who have impairments which limit their abilities to do day-to-day tasks a little. We are not able to determine the types of disability from this data, but will need to consider the needs of different disabled people, including the type of reasonable adjustment provided. This includes physical impairments, sensory impairments, mental health issues and Learning Disabilities.

E) Race/Ethnicity⁴

	Northumberland Park	Haringey	London	England
White; English/Welsh/Scottish/N.Irish/British	16.59%	34.68%	44.89%	79.75%
White Irish	1.66%	2.75%	2.15%	0.98%
White; Gypsy or Irish Traveller	0.12%	0.15%	0.10%	0.10%
White; White	20.73%	22.97%	12.65%	4.58%

⁴ Census 2011, rounded to 2 decimal figures

Other				
Mixed; White and Black Caribbean	2.68%	1.90%	1.46%	0.78%
Mixed; White and Black African	1.65%	1.02%	0.80%	0.30%
Mixed; White and Asian	0.92%	1.47%	1.21%	0.63%
Mixed; Other mixed	2.06%	2.10%	1.45%	0.53%
Asian/Asian British; Indian	1.34%	2.33%	6.64%	2.62%
Asian/Asian British; Pakistani	0.51%	0.75%	2.74%	2.10%
Asian/Asian British; Bangladeshi	1.50%	1.73%	2.72%	8.23%
Asian/Asian British; Chinese	0.99%	1.47%	1.52%	0.72%
Asian/Asian British; Other Asian	3.45%	3.19%	4.88%	1.55%
Black African	22.00%	9.04%	7.02%	1.8%
Black Caribbean	13.54%	7.10%	4.22%	1.1%
Black Other	4.80%	2.63%	2.08%	0.52%
Other Ethnic group; Arab	0.93%	0.87%	1.30%	0.42%
Other Ethnic group; Any Other Ethnic	4.53%	3.85%	2.14%	0.62%

Northumberland Park has a lower proportion of residents who define themselves as White British, compared to Haringey, London and the national average. There are 20.73% defined as 'White Other', which is likely to include East European communities. This is lower than the Haringey average of 22.97% but significantly more than the London and national average. It is likely that this population has also grown since the 2011 census. There are also significant Black African, Caribbean and Black British communities in the ward, and we are aware of Turkish communities. This is compared to the borough, London and the national average. Any decision that impacts on the whole of Northumberland Park will therefore be likely to impact on these communities disproportionately.

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 country.⁵ We will need to ensure that the inequalities and discrimination experienced by LGB people are considered throughout this EqIA.

G) Religion⁶

	<i>Northumberland Park</i>	<i>Haringey</i>	<i>London</i>	<i>England and Wales</i>
Christian	50.6%	45.0%	48.4%	59.3%
Buddhist	1.0%	1.1%	1.0%	0.4%
Hindu	1.1%	1.8%	5.0%	1.5%
Jewish	0.2%	3.0%	1.8%	0.5%
Muslim	24.2%	14.2%	12.4%	4.8%
Sikh	0.2%	0.3%	1.5%	0.8%
Other religion	0.3%	0.5%	0.6%	0.4%
No religion	13.2%	25.2%	20.7%	25.1%
Religion not stated	9.2%	8.9%	8.5%	7.2%

Northumberland Park has a comparatively high proportion of Christians, higher than Haringey and London. There is also a larger Muslim population than the rest of Haringey, London and national averages.

H) Pregnancy and maternity

	Births (No.)	Crude Live Birth rate		
	Haringey numbers	Haringey	London	England
2002	3731	17.2	14.7	11.4
2003	3890	17.3	15.0	11.8
2004	4017	17.9	15.4	12.1
2005	4026	17.9	15.6	12.1
2006	4076	18.2	16.1	12.5
2007	4325	19.2	16.7	12.8
2008	4289	19.0	16.6	13.0
2009	4193	18.6	16.7	12.9
2010	4456	19.8	17.0	13.2
2011	4227	16.5	16.2	13.0
2012	4209	16.3	16.2	13.0

Haringey has a higher birth rate compared to London and England. As Northumberland

⁵<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>

⁶ Census 2011

Park has the second highest number of 0-4 year olds in the borough, it is likely that the birth rate is disproportionately higher in Northumberland Park. Based upon total claimant data, the number households where a female has a dependent child aged between 0-1 years old, Northumberland Park has 74 claimants, the second highest ward claimants in the borough⁷

l) Marriage and civil partnership

In 2011 there were 10 couples in a civil partnership in Northumberland Park. This is compared to 1,651 marriages (which was only available to heterosexual couples at the time). All decisions that affect the population of Northumberland Park will need to ensure all couples in a civil partnership are treated exactly the same as couples in a marriage.

2) Wider socio-economic data

Set out below are the four themes underpinning the programmes and deliverables contained within the NPBP alongside key data sets, how the development and delivery of the NPBP would have impacted on key characteristics, and actions that would have been implemented to mitigate any negative impacts.

a. Better Prospects

i) Employment

Employment and unemployment⁸

	Northumberland Park	Haringey	England and Wales
Economic Active	65.1%	75.2%	76.8%
Males	71.7%	80.1%	82.0%
Females	58.7%	70.2%	71.7%
In Employment	52.3%	67.5%	71.0%
Males	56.8%	71.6%	75.1%
Females	48.0%	63.5%	66.9%
Unemployment	19.6%	10.2%	7.6%
Males	20.8%	10.6%	7.6%
Females	18.2%	9.7%	6.8%

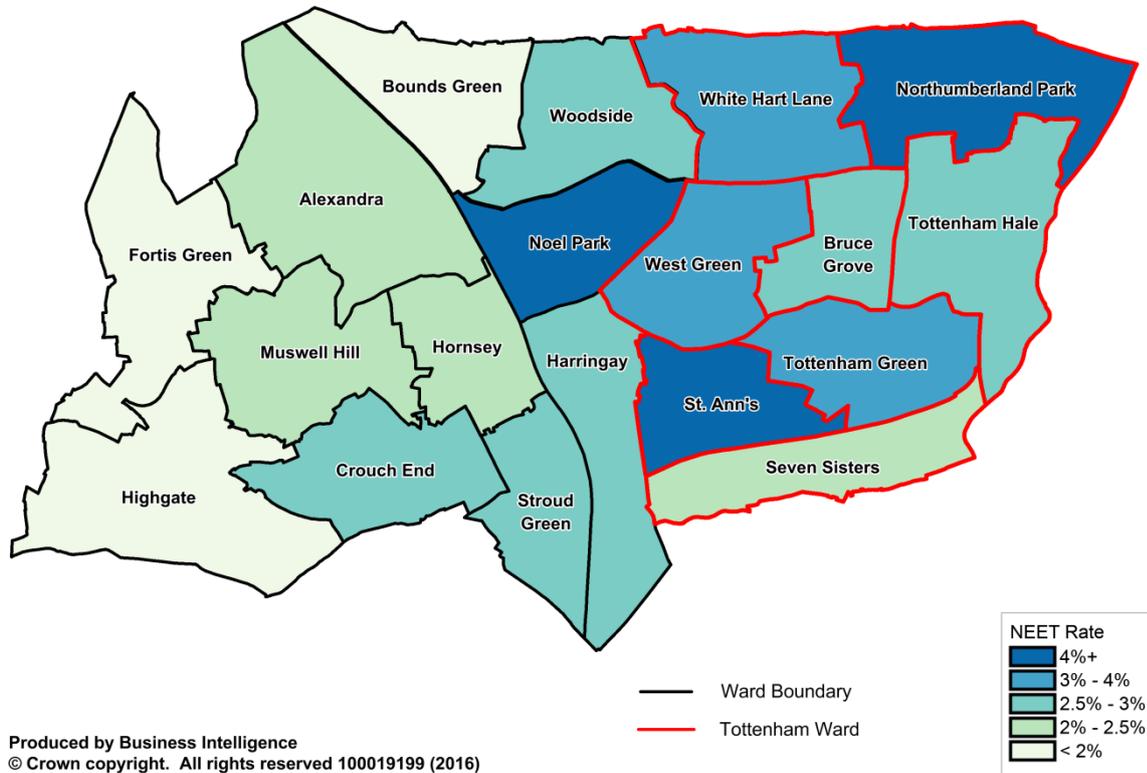
Northumberland Park residents are significantly less likely to be economically active (65.1% compared to 75.2% for the borough) or in employment (52.3% compared to 67.5% for the borough average)⁹.

There is a particular inequality experienced by women with women less likely to be economically active (58.7% compared to 71.7% for men) and less likely to be in employment (48% of women in Northumberland Park are in employment while 56.8% of men are in employment). This is likely to include a disproportionate number of lone parent households headed by women.

⁷ Data based upon households containing a female parent with a dependent child aged 0-1 years old claiming Housing Benefit or Council Tax Relief, 15/06/2016-14/06/2017.

⁸ Census 2011

Proportion of 16-17 year olds Not in Employment, Education or Training (NEETs) by Ward as at December 2015



Northumberland Park has some of the highest level of NEETs in the borough. This is likely to reflect the younger population that live in Northumberland Park. In addition to this, it is likely to be an inequality that is experienced by particular BAME communities who live in the borough, as well as disabled people and people of different religions or faiths.

To overcome these inequalities, the NPBP committed to deliver thousands of new jobs and training opportunities through employment programmes linked to both the construction and the end uses of the regeneration programme, the delivery of new education provision through an all-through school and the delivery of youth focused training programmes. The decision not to proceed with the HDV means that this will not occur through the NPBP.

ii) Schools

The NPBP envisaged the delivery of new, larger education facilities which would have included SEN provision.

The schools that would have potentially been impacted by this element of the decision are Northumberland Park Community School and The Vale. Below sets out the details of protected groups that attend the school.

Northumberland Park Community School

Northumberland Park Community School has a roll count of 1027. The 2016 School Census reported the following protected characteristics¹⁰ :

- 55.4% are boys, compared to the national average of 50.7%. 44.6% are girls, compared to the national average of 49.3%.
- 57.4% of pupils are eligible for Free School Meals. This compares to 29.3% nationally
- 2.8% have a statement of Special Educational Needs (SEN) or Education, Health and Care (ECH), compared to the national average of 3.9%.

Ethnicity

	Percentage of students
White British	5.4%
White Irish	0.8%
Irish Traveller	0.2%
Other White Background	43%
Gypsy/Roma	1.2%
White/Black Caribbean	2.4%
White/Black African	2%
White/Asian	0.3%
Other mixed	3.2%
Indian	0.7%
Pakistani	0.6%
Bangladeshi	2.3%
Other Asian	0.2%
Black Caribbean	6%
Black African	22.2%
Other Black	1.2%
Chinese	0.1%
Other ethnicity	8.2%

76% of pupils have a first language that is not English, compared to the national average of 15.7%.

The groups that are most likely to have been disproportionately impacted are:

- Other White population, which is likely to be Eastern European communities
- Black African communities
- Boys
- Children who are entitled to Free School Meals.

The Vale¹¹

The Vale school is a Special Educational Needs school and therefore pupils will have an identified educational need based upon disability. The total roll count in 2016 was 94.

The breakdown by protected characteristic includes:

- 54.3% of the student population are girls compared to the national average of 49.3%. 45.7% are boys, compared to the national average of 50.7%

¹⁰ <https://www.compare-school-performance.service.gov.uk/school/102155?tab=absence-and-pupil-population>

¹¹ <https://www.compare-school-performance.service.gov.uk/school/102176>

- 83% of students have a SEN or EHC Plan, compared to 3.9% national average, a reflection of the SEN status of the school
- 53.8% are eligible for Free School Meals, compared to the national average of 29.3%

Ethnicity

	Percentage of students
White British	11.1%
White Irish	0%
Irish Traveller	1.2%
Other White Background	16%
Gypsy/Roma	1.2%
White/Black Caribbean	4.9%
White/Black African	0%
White/Asian	1.2%
Other mixed	13.6%
Indian	1.2%
Pakistani	0%
Bangladeshi	1.2%
Other Asian	0%
Black Caribbean	12.3%
Black African	19.8%
Other Black	3.7%
Chinese	0%
Other ethnicity	11.1%

Black African, Black Caribbean and Other Mixed are the main ethnic groups who are represented in the school population.

While Northumberland Park Community School and The Vale are regarded as 'Good' by Ofsted, there are inequalities in terms of outcomes, as a result of the levels of deprivation in the surrounding areas. Northumberland Park Community School achieved 44% pass rate for English and Maths compared to the national average of 63% in 2016. However, the school performs better under the 'Progress 8' with 0.25 compared to the nation average of -0.03. 3 out of 10 Northumberland Park Community School students leave school with no qualification.

This therefore means there are educational outcome inequalities for the groups identified above, including 'Other White' and 'Black African'. In addition to this, boys and disabled students are also likely to experience educational inequalities as they are over represented in the schools.

iii) Businesses

The NPBP sets out proposals to increase the number of businesses in Northumberland Park whilst ensuring these businesses are authentic to the local community and demographic.

Within the red line regeneration boundary are a number of local retail premises, specifically on Northumberland Park road and Park Lane. Set out below are details of the businesses on Park Lane as, given they are Council owned premises, they were more

likely to be affected by future regeneration or development proposals.

Address	Premises Title	Function
161, Park Lane, Tottenham, London, N17 0HJ	Four Sisters Restaurant	Restaurant - Caribbean
163, Park Lane, Tottenham, London, N17 0HJ	Northumberland Park Residents Association	Community Services
165 - 167, Park Lane, Tottenham, London, N17 0HJ	Grace Pharmacy	Chemists Dispensing
169, Park Lane, Tottenham, London, N17 0HJ	The Olive Branch	Pub
177, Park Lane, Tottenham, London, N17 0HJ	London Borough Of Haringey Neighbourhood Resource Centre	Community Centre
185, Park Lane, Tottenham, London, N17 0HJ	Tasties	Restaurant - Caribbean
187, Park Lane, Tottenham, London, N17 0HJ	Top Press Dry Cleaners	Dry Cleaners
189, Park Lane, Tottenham, London, N17 0HJ	VOID	VOID
191, Park Lane, Tottenham, London, N17 0HJ	Hasal Catering Ltd	Catering equipment supplier
193, Park Lane, Tottenham, London, N17 0HJ	Cressey's News	Newsagents
195B Park Lane, Tottenham, London, N17 0HJ	Four Sisters Internet cafe	Internet Cafe/ Printers
195A Park Lane, Tottenham, London, N17 0HU	Adwoak's Unisex Salon	Hairdressers / Barbers (afro-caribbean)

The Business Strategy within the NPBP set out proposals for new employment, office, creative and retail space in Northumberland Park. In terms of employment and employment space the NPBP set out that "Investing in the local labour market's preparedness, knowledge and skills is the cornerstone of developing an employable and competitive workforce". It also created pathways for residents to access employment opportunities beyond construction. The decision not to proceed with the HDV means that this will not occur through the NPBP.

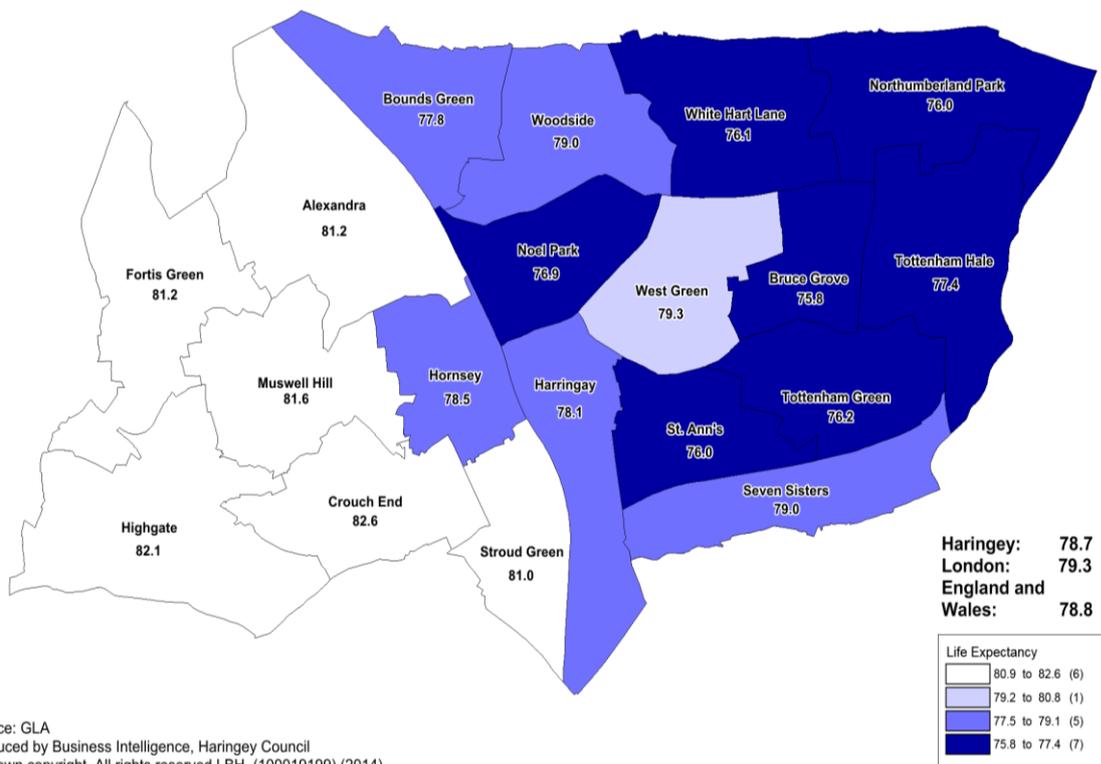
In terms of creative and cultural businesses, the NPBP proposals included a Creative Business Hub that would work in conjunction with existing Haringey policy and employment areas to provide supplementary facilities for local businesses. The decision not to proceed with the HDV means that this will not occur through the NPBP.

In terms of pricing for the Creative Business Hub, the NPBP committed to keeping rents low in order to attract a critical mass of occupation and establish the hub within the north London creative scene.

In terms of the Retail Strategy, the NPBP states that "HDV will seek to grow local businesses through the meanwhile use of existing vacant retail premises on Park Lane,

such that they can then expand into the permanent retail offer as this becomes available. We will partner with local London-focused agents to attract the right calibre of new tenants, and handpick the best of the emerging Haringey and north-London independent businesses to open premises on Park Lane or the green spine.” This selective focus on new retail premises would have complied with all necessary equality legislation, and therefore would have helped to foster good relations with different protected groups. The decision not to proceed with the HDV means that this will not occur through the NPBP.

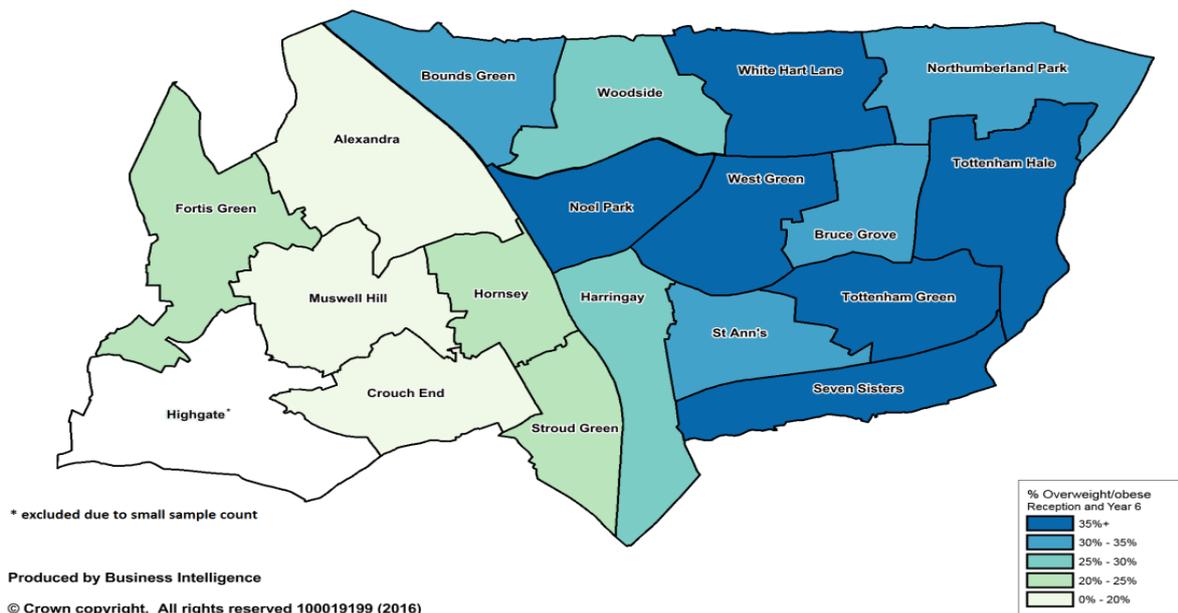
b. Healthy Lives



Source: GLA
 Produced by Business Intelligence, Haringey Council
 © Crown copyright. All rights reserved LBH (100019199) (2014)

Haringey has a lower life expectancy (78.7 years) than the rest of London (79.3 years) and England and Wales (78.8 years). However, there is a significant difference between the east of the borough to the west of the borough, where there is greater social deprivation and greater ethnic diversity. We therefore expect that there is an inequality for BAME communities living in the east of the borough, in particular Northumberland Park.

National Child Weight Measurement Programme 2015/16
Haringey Reception and Year 6 Students



A year 6 child living in the east is 2.5 times more likely to be overweight or obese than a peer living in the west. We therefore expect for particular BAME communities to more likely experience obesity, therefore creating wider health inequalities as they get older. Northumberland Park has one of the higher rates of childhood obesity in the borough.

North Tottenham has an under-supply of community healthcare infrastructure. The Tottenham Area Action Plan, which informs regeneration proposals set out in the NBPB, calls for new primary health care facilities in Northumberland Park and the Tottenham Strategic Regeneration Framework Delivery Plan identifies the need to:

"Use the opportunities of the physical regeneration process to redesign and improve the quality of health services delivered in the community, including physical facilities and GP practices that are failing. This will involve redesigning the way primary care services are delivered around patients, taking into account the rising levels of long-term conditions."

Improved access to primary care, reduced A&E admissions, and better management of long-term conditions are identified as key outputs.

In the most extreme planning scenario, there will be a shortfall of health care provision for 22,880 patients in the area by 2026, which will necessitate a new health care facility of circa 600–1,000sqm. Other identified needs include:

- Dental health care: lack of existing provision in the area;
- Mental health care: mental illness is at critical levels in the ward; and
- Affordable child care: there is a high instance of unemployed lone family households, especially female headed lone parent families.

The NBPB includes proposals to work with stakeholders to develop new health facilities that respond to these needs. The health and wellbeing offer would have met the objectives

of the Council's Health and Wellbeing Strategy, which sets out the three objectives of reducing obesity, increasing healthy life expectancy and increasing mental health and wellbeing.

The health and wellbeing offer in Northumberland Park would have supported people to improve their own health and wellbeing, enabling families to participate in sport, leisure and physical activities. It would have catalysed behavioural change amongst residents to counter growing levels of obesity and mental health issues, and reduce reliance on healthcare services. The decision not to proceed with the HDV means that this will not occur through the NPBP.

The NPBP sets out proposals for a Northumberland Park Health and Wellbeing Centre that would have brought improvements to the health and wellbeing of local residents. The Centre would have provided innovative health and social care in one location with a programme of activities founded on the core social and economic needs identified in Haringey policy documents, community consultation and dialogue meetings including:

Community:

- A community hub for the regeneration;
- 0-5 year old affordable nursery care to address an existing shortfall in the area, benefiting lone parent families; and
- Community café with free Wi-Fi.

Health Centre:

- GP surgery;
- Dental surgery; and
- Flexible counselling rooms;

Wellbeing Centre:

- In conjunction with the school leadership an option would have been considered to house the 25m swimming pool within the Wellbeing Centre (to replace the existing Northumberland Park Community School and The Vale School pool);
- Affordable gym; and
- Sports studios;

Homes:

- Potential for Sheltered housing with direct access to, and support from, the health centre.

The decision not to proceed with the HDV means that these proposals will not be taken forward through the NPBP.

In addition to this, the NPBP retail strategy would have promoted businesses (via tenant selection) that promote healthy eating and lifestyles (thereby reducing the number of unhealthy takeaway options in the area), which would have helped reduce inequalities caused by obesity. The decision not to proceed with the HDV means that this will not occur through the NPBP.

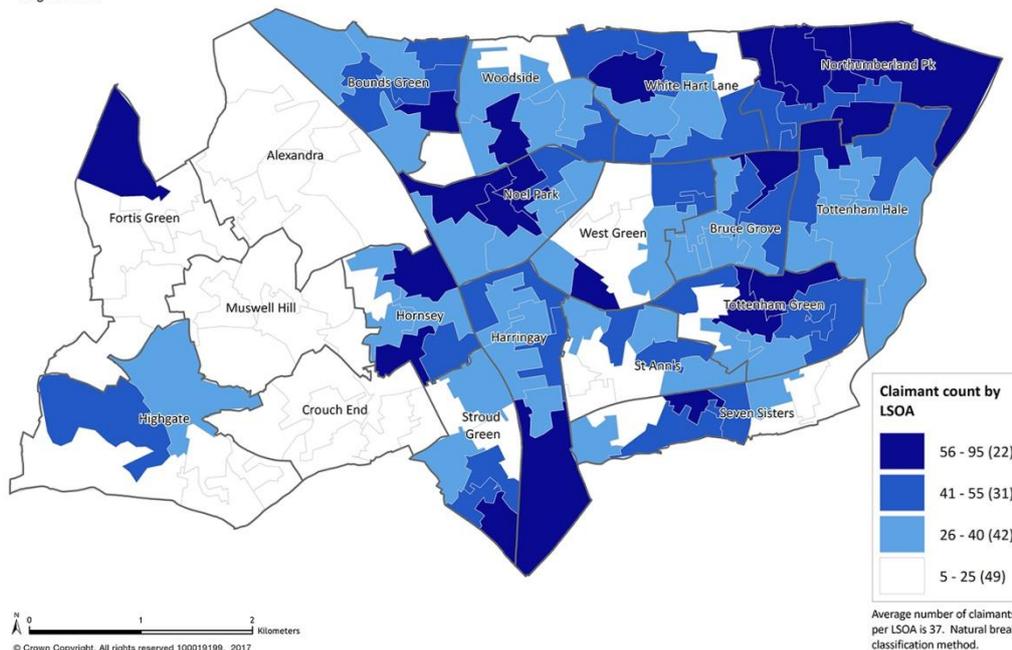
Mental Health

Northumberland Park has higher than average prevalence of residents with mental health conditions. The Haringey Health and Wellbeing Strategy identified young, single men and BAME communities as most vulnerable to mental health issues, which is likely to be a trend in Northumberland Park.¹²

Evidence for this includes:

Benefit claimants - employment and support allowance mental health claimants (to August 2016)

Benefit claimants - employment and support (ESA) mental health claimants
August 2016

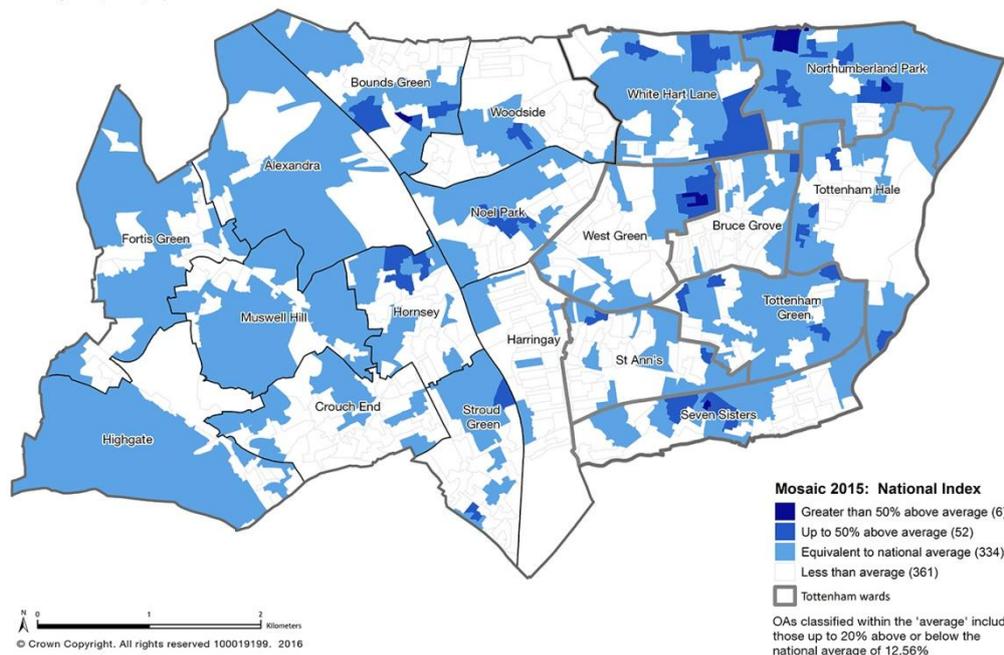


Estimated proportion of the population who suffer from depression - This is based on the latest Mosaic 2015 segmentation data and displayed as an index, benchmarked against the national average

¹² <http://www.haringey.gov.uk/social-care-and-health/health/health-and-wellbeing-strategy>

Mosaic 2015: Estimated proportion of the population who suffer from 'Depression'

Source: Target Group Index (TGI)



Whilst the determinants of mental health will be varied and subject to change, it is clearly influenced by factors such as good quality housing, access to jobs and training, and the quality of the living environment that the NPBP would have been able to influence in a positive way. The decision not to proceed with the HDV means that these improvements will not occur through the NPBP.

The regeneration programme would have also engendered uncertainty and change for local residents over a period of years – including the scenario where residents would have been rehoused. A Housing Needs Assessment process would have been adopted in any estate renewal and rehousing programme. This would have tailored the needs of the individuals and families being rehoused to ensure their needs are met. Through this process, consideration would have been necessary to minimise impact on people with mental health conditions, such as depression and anxiety. The decision not to proceed with the HDV means that this rehousing will not occur through the NPBP. On the other hand, the decision not to proceed means the uncertainty and change for local residents being rehoused – and any associated negative impacts on people with mental health conditions – will not materialise.

c. Community Pride

Housing

The NPBP includes the estate renewal of the Northumberland Park Estate. This was to provide new housing. Within the red line regeneration area that the NPBP is focused on, there are:

- 977 Council tenanted homes
- 340 Council leasehold homes
- 649 Private freehold homes

The analysis below focuses on the Council tenant and leasehold properties. These groups would have been impacted by any Estate Renewal undertaken to Northumberland Park Estate (NPE).

- **Age**¹³

	NPE Tenants (%)	NPE leaseholders (%)	Northumberland Park Ward
0-19	1 (0.1%)	-	4726 (32.8%)
20-64	776 (79%)	85 (25%)	8565 (59.4%)
65+	198 (20%)	5 (1%)	1138 (7.9%)
Unknown	2 (0.2%)	250 (74%)	

The data above reflects the age range of tenants and leaseholders on the Northumberland Park Estate compared to the ward population. There are a greater proportion of people over 65 who are Council tenants on the Northumberland Park estate compared to the ward average.

This data does not represent children and young people up to the age of 19 years old because they do not hold the tenancies themselves. However, we expect a large proportion of the 20-64 year old age group to have children because, as outlined above, Northumberland Park has a comparatively younger population. In addition to this, there is a disproportionate number of female headed lone parent families.

We are missing a large proportion of information relating to the age of leaseholders, but we expect them to be older because they have had more opportunities to purchase properties and obtain private financial support in doing so. Leaseholders would have been offered the right to return under a similar arrangement as tenants, which would have been beneficial for older people who are retired or close to retirement and cannot obtain a mortgage to buy a new property. The decision not to proceed with the HDV means that this will not occur through the NBPB.

Overcrowding and impact

Further analysis has been conducted on overcrowding and its impact on households with children under five and under eighteen years old:

Tenancies with children under 5 years old¹⁴

Size of unit	Over or Under occupied	Total
1 bed	adequate number of bedrooms	10
	overcrowded by 1 bedroom	53
2 bed	overcrowded by 2 or more bedrooms	10
	underoccupying by 1 bedroom	1
	adequate number of	2

¹³ Tenant and Leaseholder data of Northumberland Park

¹⁴ Tenant and Leaseholder data of Northumberland Park

	bedrooms	
	overcrowded by 1 bedroom	9
3 bed	overcrowded by 2 or more bedrooms	4
	underoccupying by 1 bedroom	1
	overcrowded by 2 or more bedrooms	1
Total		91

Tenancies with children under 18 years old¹⁵

Size of unit	Over or Under occupied	Total
1 bed	adequate number of bedrooms	64
	overcrowded by 1 bedroom	65
	overcrowded by 2 or more bedrooms	8
	underoccupying by 1 bedroom	7
2 bed	adequate number of bedrooms	29
	overcrowded by 1 bedroom	66
	overcrowded by 2 or more bedrooms	7
	underoccupying by 1 bedroom	1
3 bed	adequate number of bedrooms	7
	overcrowded by 1 bedroom	16
	overcrowded by 2 or more bedrooms	12
	underoccupying by 1 bedroom	1
4 bed	adequate number of bedrooms	3
	overcrowded by 1 bedroom	3
	overcrowded by 2 or more bedrooms	7
	overcrowded by 1 bedroom	1
5 bed	overcrowded by 2 or more bedrooms	4
Total		301

The data shows us that in the existing stock there are particular issues with overcrowded accommodation for children living in 1 bed and 2 bed properties.

- **Disability¹⁶**

¹⁵ Tenant and Leaseholder data of Northumberland Park

	NPE Tenants (%)	NPE leaseholders (%)
Yes	184 (19%)	3 (1%)
No	231 (24%)	22 (6%)
Unknown	562 (58%)	315 (93%)

While we have low disclosure rate in regards to the disabilities of tenants and leaseholders, it is likely they will be impacted by any decision due to some disabled people requiring adapted properties. In addition to this, Northumberland Park ward has a disproportionately high level of people with long term physical impairments that impact a little or a lot on their ability to do day-to-day tasks as identified in the demographic section. This includes people with mental health conditions.

In addition to this, we are also aware that 213 tenants have identified themselves as having a vulnerability¹⁷. This includes physical impairments and mental health issues. The data does not distinguish between those who are vulnerable due to a particular disability and those because of other reasons, such as victims of domestic violence. However, it provides us with evidence that there is a significant proportion of disabled people on the Northumberland Park Estate, as well as other vulnerable groups such as vulnerable women, and are likely to include female headed lone parent families

- **Sex**

	NPE Tenants (%)	NPE leaseholders (%)	Northumberland Park Ward
Female	566 (58%)	132 (39%)	50.2%
Male	409 (42%)	136 (40%)	49.8%
Unknown	2 (0.2%)	72 (21%)	

Women are over-represented within the tenant population in the Northumberland Park Estate. It is likely that the women are disproportionately accessing community services and lead lone parent households. It is also likely women will be disproportionately represented in overcrowded households.

- **Ethnicity**

	NPE Tenants (%)	NPE leaseholders (%)

¹⁶ Tenant and Leaseholder data of Northumberland Park

¹⁷ This data comes from the Council's arms length management organisation, Homes for Haringey. In terms of defining 'vulnerable', the starting point for this data is tenants self defining themselves this is then supplemented by specific checklist information regarding their: Medical Vulnerability; Mental Vulnerability; Physical Vulnerability; or whether they are a Vulnerable Woman. This data function now includes benefit data from iWorld – clients receiving Attendance Allowance or Disability Living Allowance are counted as vulnerable if not already flagged by the previous checks

Black African	202 (21%)	18 (5%)
White British	151 (15%)	5 (1.5%)
Black Caribbean	141 (14%)	8 (2.4%)
Unknown	92 (9%)	264 (78%)
Any Other Ethnic Group	64 (7%)	10 (3%)
White Turkish	55 (6%)	4 (1.2%)
White Kurdish	46 (5%)	8 (2.4%)
Black British	30 (3%)	3 (1%)
Other White European	30 (3%)	5 (1.5%)
White Irish	26 (3%)	1 (0.3%)
Other Asian	23 (2%)	
White Turkish Cypriot	22 (2%)	5 (1.5%)
Other White	18 (2%)	
Black Caribbean and White	16 (2%)	2 (0.6%)
White Greek Cypriot	14 (1%)	2 (0.6%)
Bangladeshi/UK Bangladeshi	9 (1%)	3 (1%)
East African Asian	7 (1%)	
Other Black	7 (1%)	
Mixed Black African/White	6 (1%)	1 (0.3%)
Mixed Other	4 (0.4%)	
Mixed Black	4 (0.4%)	
Indian or UK Indian	4 (0.4%)	
British Asian	2 (0.2%)	
Mixed Asian and White	2 (0.2%)	
Pakistani / UK Pakistani	1 (0.1%)	
Chinese	1 (0.1%)	1(0.3%)

The ethnic profile of tenants roughly reflects the population of Northumberland Park. 21% of the tenant population identify as Black African, compared to 22% of the population of the ward. White British makes up 15% of tenants, compared to 16.59% of the ward population and 14% Black Caribbean compared to the ward's population of 13.54%. Other significant tenant groups include White Turkish (6%), White Kurdish (5%) and Other White European (3%) within the tenant population. Census data of the ward does not break down ethnicity in this manner, but 'Other White' is 20.73% in the ward. We expect that this trend would also apply to leaseholders, as 78% of leaseholders' have not disclosed their ethnicity so we are unable to determine this. It is likely that through this process, people

from the BAME communities identified above would have been rehoused away from their local community. The decision not to proceed with the HDV means that this rehousing will not occur through the NPBP and people from BAME communities will not be at the risk of being rehoused away from their local communities.

- **Gender reassignment**

We do not have data on the number of Trans* tenant or leaseholders on the estate.

- **Sexual Orientation**

We do not have data on the sexual orientation of tenants and leaseholders on the estate.

- **Religion and faith**

We do not have data on the religion of tenants and leaseholders, but we understand that Northumberland Park ward has a range of communities with different religions and beliefs, in particular people from Christian and Islamic faiths, where there are larger religious communities in Northumberland Park. People of different faiths may have been impacted by rehousing as it may have caused them to be rehoused in an area of the borough away from their regular place of worship. The decision not to proceed with the HDV means that this rehousing will not occur through the NPBP and there will be no risk of people of different faiths being rehoused away from their regular place of worship.

- **Pregnancy and maternity**

As identified in both sex and age, there are a number of overcrowded households on the estate with children under 5.

- **Marriage and Civil Partnership Status**

We do not have data on marriage and civil partnership status of tenants and leaseholders. During the Estate Renewal and rehousing process, a couple in a civil partnership would have been treated the same as a couple in a marriage.

The overall offer to tenants and leaseholders

The HDV offer to secure tenants and owners whose properties are demolished by the regeneration was based on statutory requirements and recent case law and set out below:

- Secure council tenants would have been offered rehousing, and a statutory Home Loss and Disturbance payments;
- Resident Leaseholders and Freeholders would have been offered a financial package that would have comprised the market value for their homes, a Home Loss payment and a statutory disturbance payment. Those wishing to return to the site would instead have been offered the option of a fully owned new home as detailed below;
- Non-resident Leaseholders and Freeholders would have been offered the market value for their homes, a Home Loss payment and a statutory Disturbance payment. They would also have been offered a prioritised opportunity to buy in an early phase of the regeneration.

Furthermore, the HDV would have acted in accordance with all relevant council strategy and policy except where a departure from that policy were agreed in the business plan following consultation with residents.

A transparent allocation process for all rehousing would have taken account of needs and preferences. The HDV would have issued a schedule of properties to be allocated to eligible households who would have been given an opportunity to select their unit.

The Business Plan includes an offer to Resident Leaseholders and Freeholders that would have provided them with an opportunity to own an equity share in an Intermediate Affordable home within a Category 1 property that formed part of the HDV's target 40% Affordable Housing provision.

d. Clean and Safe

The NPBP would have supported the Community Safety Partnership's objectives¹⁸ by helping to achieve the following objectives:

- Young People – Prevent and support
- Serious crime - violence, acquisitive crime and domestic violence
- Anti-social behaviour - A focus on children and families, housing and the public realm

There has been an increase of all recorded hate crime based upon race, faith (including Anti-Semitic and Islamophobic), sexual orientation and disability across Haringey. The data for transphobic hate crime is too small but we are aware that Trans* people can be vulnerable to hate crime. By making streets safer and designing out crime, this would have helped reduce hate crime and the fear of hate crime. In addition, more space and areas to foster good relations between different communities would have also helped reduce hate crime. The decision not to proceed with the HDV means that this will not occur through the NPBP.

There have been 335 victims of Serious Youth Violence in Haringey in the 12 months to December 2017. Although we do not have up-to-date ward level data for Northumberland Park, it is likely that there will be serious youth violence and gang related crime in Northumberland Park. Vulnerable groups to being victims of crime include young people, older people, men, women and BAME groups. Through the measures contained in the NPBP, such as designing out crime and estate renewal, these groups would have experienced safer and more inclusive environments. The decision not to proceed with the HDV means that this will not occur through the NPBP.

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

¹⁸ <http://www.haringey.gov.uk/local-democracy/working-partnership/community-safety-partnership>

All consultation and engagement has taken place (see below).

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?

The Northumberland Park business plan was influenced by the various consultations undertaken by the Council in recent years, starting with the Tottenham's Future consultation report, which can be accessed at:

https://tottenham.london/sites/default/files/tottenhams_future_consultation_report_pdf_6.9mb.pdf

Tottenham's Future Consultation: In October 2013, Haringey Council commissioned an independent organisation, Soundings, to conduct a thorough five-month consultation exercise called Tottenham's Future, to gather views from the community on their hopes and ambitions for the next 20 years. This included a dedicated focus on the Northumberland Park area. The responses fed into and shaped the council's 'Tottenham Strategic Regeneration Framework' which sets out how the local community's priorities can be achieved. More information on the Tottenham's Future consultation, and the Tottenham Strategic Regeneration Framework, is available to view at: <https://tottenham.london/about/tottenhams-future-consultation>.

Northumberland Park Strategic Framework Consultation: To inform the development of the Northumberland Park Strategic Framework, a two stage engagement process was held. The first stage helped to inform the development of a set of 'Key Principles for Change' whilst the second stage asked for the community's views on these Key Principles. The following views were recorded from residents at the consultation in response to the Key Principles for Change:

THE PLACE

- There is too much wasted space – regeneration plans should make better use of open space;
- The area should be more attractive, clean and feel safe to walk around;
- Buildings should be more environmentally friendly and sustainable;
- Tottenham Hotspur FC's new stadium development is widely supported; and
- There is a lack of shops, community space and other facilities in the area.

HOMES

- Improving existing housing should be a priority;
- There should be more variety in the types of buildings – from family homes with gardens to modern apartments;
- The quality of the housing should be improved;
- There should be more housing choices, including affordable homes; and
- The space standards of the existing homes should be retained.

OPEN SPACE

- The area suffers from a poor environment and open space doesn't feel

safe and clean;

- There is a lack of usable open space and this should be improved;
- There should be more parks and green open space for all to enjoy;
- There should be more places for children to play safely and a greater range of facilities and activities in the public open space; and
- There should be more public spaces where people can meet and come together.

COMMUNITY

- There is a strong community spirit and this should be preserved;
- There should be more, and better, schools and educational opportunities;
- There should be more community, leisure and cultural facilities for all, in particular children and young people;
- There should be improved health facilities;
- There is a lack of high street shops in Northumberland Park; and
- Northumberland Park is not one place but several distinct neighbourhoods.

CONNECTIVITY

- The overall environment, including the roads and streets, should be improved;
- The area should be safer and more attractive for walking and cycling;
- Road safety and parking should be improved;
- The level crossing at Northumberland Park is dangerous and should be closed;
- Public transport should be improved; and
- Local shops are struggling and would benefit from more people passing by.

Further information about this consultation is available to view here : <https://tottenham.gov.uk/explor>

[e/northumberland-park/explore-northumberland-park-key-principles-change](https://tottenham.gov.uk/explor/northumberland-park/explore-northumberland-park-key-principles-change)

Tottenham Area Action Plan Consultations: The Authority has prepared the Tottenham Area Action Plan Development Plan Document that puts clear planning guidelines and policies in place to support local people's ambitions for long-term regeneration in Tottenham, bringing thousands of new homes, better access to jobs and employment and improved transport links. The Area Action Plan includes clear policy guidance about how change and development should come forward in the Northumberland Park area. Since 2015, public consultations on the Regulation 18 and Regulation 19 versions of the Area Action Plan have taken place with an Examination in Public happening between August – September 2016.

The results of the various consultation exercises set out above fed into the NPBP.

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

The NPBP would have had many positive and negative impacts for both male and females which are summarised below:

Women and girls:

- Women are more likely to head up lone parent families, which can act as a barrier to employment, and there is a high level of unemployed lone parent households, which are more likely to be headed by women. Therefore the business plan would have provided opportunities to develop pathways into employment and education that would not have otherwise existed.
- Women are over represented on the Northumberland Estate and they are more likely to be heading lone parent families. There may have been some disruption in the rehousing process, which would have affected women to a greater degree.

Men and boys

- Due to the social deprivation of the surrounding area of Northumberland Park Community School, there is a particularly high rate of school leavers who are leaving without qualifications and are more likely to be NEETs. Boys make up a slightly higher level of the school’s population. The proposed education facility would have provided opportunities to tackle these inequalities.
- Men and boys are more likely to have a mental health issue or condition and therefore would have benefited in the longer term from the health offer, in particular, single men from BAME communities are particularly vulnerable
- Young men and boys are more likely to be gang members and victim of gang crime and therefore would have benefited from the measures proposed to reduce such crime.

The decision not to proceed with the HDV means that these positive and negative impacts will not occur through the NPBP.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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2. Gender reassignment

We do not have local data regarding this protected characteristic, but there is consideration for this protected group in this document.

People who are Trans* would have benefited from increased community safety which may have reduced transphobic hate crime or fear of such crime.

The decision not to proceed with the HDV means that this will not occur through the NPBP.

Positive		Negative	X	Neutral		Unknown	
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				impact		Impact	
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3. Age

Northumberland Park has a comparatively young population. The NPBP would have had positive and negative impacts for people of different ages and age groups. This includes:

Children and young people:

- There is a high number of 16-17-year-old NEETs in Northumberland Park. The NPBP would have created new jobs through the development. There would have been significant opportunities in educational and vocational pathways to reduce the number of NEETs in the ward, in particular through the Skills and Employment Hub
- The development of a new school facility would have provided opportunities for children and young people, as a disproportionately high level of school leavers leave the school without qualifications. It would have also caused some disruption as it would have directly impacted on two schools.
- The NPBP identifies a first phase of building on the existing NPCPS playing fields. If this proposal were to go ahead it would have impacted on the ability to undertake sports activities on the playing fields and this would impacted particularly on children and young people.
- Northumberland Park has one of the highest rates of childhood obesity in the borough. The NPBP would have provided opportunities to increase physical activity (through the design of the scheme and the provision of open spaces and facilities) and healthy eating (through a targeted retail strategy) to tackle this inequality.
- There is a lack of suitable housing for children and young people on Northumberland Park Estate, where there is significant overcrowding in households with children under 18. Housing Needs Assessments would have been undertaken to ensure these families have the most appropriate accommodation
- Children and young people can be vulnerable to gang crime, including victims of gang crime. Creating a safer public realm and housing would have helped reduce this.

Older people

- Northumberland Park has one of the lowest life expectancies in the borough at 76 years old. In comparison, Crouch End is at 82.4 years old. The NPBP recognises this and has set healthy eating, physical activity and independent living as outcomes for the health offer.

The decision not to proceed with the HDV means that these positive and negative impacts will not occur through the NPBP.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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4. Disability

Residents of Northumberland Park are more likely to have a physical impairment or mental health issue than the rest of Haringey or London.

Key impacts on the disability protected group are summarised below:

- Greater employment opportunities through extending the vocational offer. Consideration would have been needed on how to include disabled people to help them into employment as disability has been identified as a barrier for employment
- Development of the new school facility which would have provided SEN educational opportunities.
- The healthy living offer, including the new Health and Wellbeing Centres, would have helped improve health outcomes and increased life expectancy. This would have helped prevent conditions, such as strokes and worsening mental health issues, and therefore improve independent living
- There is a high level of people who have said they have a disability (19%) and 213 tenants are identified as vulnerable. The new builds would have been accessible and built to meet end user needs, which would have been designed by Design for Dignity standards.
- There would have been short term negative impacts in any rehousing.
- Disabled people would have benefited from the changes in public realm and street design as the benefits would have included reduction in the extent of disability related hate crime.

The decision not to proceed with the HDV means that these positive and negative impacts will not occur through the NPBP.

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

Northumberland Park is one of the most diverse wards in the borough and has large Black African, Black Caribbean, Turkish, Kurdish and East European communities. In addition to this, there are a range of inequalities, for these communities, often as a result of poverty. The NPBP would have attempted to reduce inequalities for these groups by achieving the following:

- Increase educational and vocational pathways to reduce the number of NEETs in the ward
- Improve the school facility to help reduce inequalities experienced in educational outcomes in Northumberland Park Community School
- Reduce health inequalities, which BAME communities are more likely to experience
- Provide more housing for communities who are vulnerable to homelessness, as well as better quality housing in mixed communities in order to foster good relations between different communities. This would have caused some short

term disruption, which would have particularly impact on BAME groups who live on the estate. The provision of mixed community and mixed tenure housing may have also resulted in the break-up of established communities. However, the Council would have adopted the right to return policy to minimise the disruption and any negative impacts caused by rehousing

- The NPBP would have provided opportunities to improve the safety of the public realm and reduce gang and youth violence. People from particular BAME communities are more likely to experience hate crime and be victims of crime in general. The NPBP would have provided opportunities to tackle this.

The decision not to proceed with the HDV means that these positive and negative impacts will not occur through the NPBP.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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6. Sexual orientation

We do not hold data at the national, borough or ward levels. However, we are aware there is a significant LGB population in Haringey compared to other places in England.

There may have been some benefits for lesbian, gay and bisexual people in Northumberland Park, such as increased safety due to less homophobic and biphobic hate crime.

Any same sex couple who are cohabitating, married or in a civil partnership living in the Northumberland Park Estate would have been treated the same as a heterosexual couple in any future rehousing.

The decision not to proceed with the HDV means that these impacts will not occur through the NPBP.

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

Northumberland Park has large Christian and Muslim communities, especially compared to the rest of Haringey. Consideration for different religious groups can be found on pages 8, 23 and 25. Any benefits experienced in Northumberland Park would have particularly benefit this community.

The development of the public realm to increase community safety would have have a positive impact in regards to tackling Islamophobic, Anti-Semitic and other religious hate crime.

However, there may have been negative impacts through the Estate renewal and rehousing process as individuals and families could have been rehoused away from their

regular places of religious worship.

The decision not to proceed with the HDV means that these positive and negative impacts will not occur through the NPBP.

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

Northumberland Park has a disproportionate number of younger people as well as lone parent households which are headed by women.

- Female headed lone parent households are more likely to be unemployed or economically inactive. The NPBP would have helped tackle this inequality
- Additional health and wellbeing services for pregnant women, as well as affordable 0-5 childcare services could have been developed

The decision not to proceed with the HDV means that these positive impacts will not occur through the NPBP.

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

Couples who are being rehoused and are in a civil partnership would have been treated the same as if they were in a marriage.

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

The NPBP is a high level document aiming to tackle multiple issues, as well as projects and activities to deliver over a long period of time. As a result, there would have been significant intersectionary inequalities and impacts which would have crossed different protected characteristics. In particular, the protected groups of sex, disability, ethnicity, religion and age are particularly significant. However, the uniting factor is that residents in Northumberland Park have a mainly low socio-economic status and the NPBP would have attempted to reduce this inequality. The decision not to proceed with the HDV means that the benefits and negative impacts associated with the NPBP will not occur through the delivery of the plan.

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?

The decision not to proceed with the HDV will not have a direct positive or negative impact on individuals or groups with protected characteristics relative to current circumstances. Rather, the decision not to proceed represents the removal of an option for achieving certain objectives rather than a change in those objectives.

As set out above, to the extent that implementation of the NPBP would have had a positive impact on those with protected characteristics, those benefits will no longer materialise (or at least until such time as the Council pursues alternative options to meet its objectives). On the other hand, by not proceeding with the HDV, the Council is also avoiding the negative impacts associated with implementing the NPBP on those with protected characteristics.

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 EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <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>	
Adjust the proposal: the EqIA 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	Y
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.	

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
Withdrawal of the HDV	Pursue alternative options to	Director of	2018/19

as the means of achieving corporate objectives (which, if continued, would have impacted on all protected characteristics)	achieve corporate objectives	Housing, Regeneration, and Planning	
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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:

N/A

7. Authorisation

EqlA approved by	Date
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8. Publication

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

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